DOCUMENT RESUME

ED 117 414	CE 006 058
AUTHOR	Quinn, Robert P.; Shepard, Linda J.
TITLE	The 1972-73 Quality of Employment Survey. Descriptive Statistics, with Comparison Data from the 1969-70 Survey of Working Conditions.
INSTITUTION	Michigan Univ., Ann Arbor. Inst. for Social Research.
SPONS AGENCY	Employment Standards Administration (DOL), Washington, D.C.; National Inst. for Occupational Safety and Health (DHEW/PHS), Rockville, Md.
PUB DATE	74
NOTE	327p.
EDRS PRICE	MF-$0.83 HC-$18.07 Plus Postage
DESCRIPTORS	Behavior Patterns; Employee Attitudes; Employment; *Employment Problems; *Employment Statistics; Individual Characteristics; Interviews; Job Satisfaction; Labor Force; National Surveys; *Occupational Surveys; Statistical Studies; Tables (Data); Vocational Adjustment; *Work Attitudes; *Work Environment; Work Experience

ABSTRACT

The sourcebook of tables presents basic descriptive statistics on all questions asked in the 1972-73 Quality of Employment Survey. Based on the Survey of Working Conditions 1969-70, this second survey obtained data from the same population and repeated the same core measures, with some adjustment. Data for the survey were obtained through personal interviews with 1,496 persons 16 years of age or older, and employed for pay for 20 or more hours a week. General survey methodology and outcome measures are discussed. Tables are grouped into the following area: comparisons among labor standard problem areas, wages and wage loss, hours and other time-related problems, health and safety, transportation to and from work, unions, discrimination, employment agencies, job security. supervision and interpersonal relations, promotions, content of work, meaning of work, and personal characteristics. The article, "Evaluating Working Conditions in American: Is the Sky Really Falling?" summarizes many of the 1973 Survey statistics, and is presented in full. The full 1972-73 survey interview, including the page number in the document that shows the appropriate descriptive statistics for each question, and an updated version of the documentary products for the 1969-70 and the 1972-73 surveys are appended. (LH)

Documents acquired by ERIC include many informal unpublished materials not available from other sources. ERIC makes every effort to obtain the best copy available. Nevertheless, items of marginal reproducibility are often encountered and this affects the quality of the microfiche and hardcopy reproductions ERIC makes available via the ERIC Document Reproduction Service (EDRS). EDRS is not responsible for the quality of the original document. Reproductions supplied by EDRS are the best that can be made from the original.

ED117414

THE 1972-73 QUALITY OF EMPLOYMENT SURVEY

DESCRIPTIVE STATISTICS, WITH COMPARISON DATA FROM THE 1969-70 SURVEY OF WORKING CONDITIONS

Robert P. Quinn
Linda J. Shepard

U.S. DEPARTMENT OF HEALTH
EDUCATION & WELFARE
NATIONAL INSTITUTE OF
EDUCATION
[illegible]

CE 006 058

THE 1972-73 QUALITY OF EMPLOYMENT SURVEY

DESCRIPTIVE STATISTICS, WITH COMPARISON DATA FROM THE 1969-70 SURVEY OF WORKING CONDITIONS

Robert P. Quinn
Linda J. Shepard

Report to the Employment Standards Administration
U.S. Department of Labor

Survey Research Center • Institute for Social Research
The University of Michigan
Ann Arbor, Michigan

ISR Code No. 4001

Permission is hereby granted for the quotation of this publication without prior specific permission for purposes of criticism, review, or evaluation, subject only to the "fair use" provisions of the Resolution on Permissions of the Association of American University Presses, including citation of the source.

Library of Congress Catalog Card No. 74-620137
ISBN 0-87944-164-X
ISBN 0-87944-165-8

Published by the Survey Research Center of the Institute for Social Research
The University of Michigan, Ann Arbor, Michigan 48106

Published 1974
Manufactured in the United States of America

ACKNOWLEDGMENTS

The surveys that provided the data summarized in this volume were conducted under contract with the Employment Standards Administration, U.S. Department of Labor. Supplementary financial support for the 1973 survey's collection of data on role stress, mental health, and physical health was provided by the National Institute for Occupational Safety and Health of the U.S. Department of Health, Education and Welfare.

Researchers undertaking such projects under Government sponsorship are encouraged to express their own judgments. Interpretations or viewpoints stated in this volume do not necessarily represent the official position or policy of the Department of Labor or of any other Government departments.

The following made substantial contributions to the 1972-73 Quality of Employment Survey: Neal Herrick; William Kroes; Vincent Macaluso; Martha Baldi de Mandilovitch; Thomas Mangione; Douglas McDaniel; Stanley Seashore; Graham Staines.

TABLE OF CONTENTS

Page

1. Introduction 1

2. General Methods 7

    Sample Selection 7
    Sources of Error 10
    Sample Characteristics 19
    Conventions Used in the Tables 22

3. Outcome Measures 25

    Overall Physical Health 26
    Escapist Drinking 38
    Amount of Drinking 41
    Smoking 44
    Self-esteem 45
    Depressed Mood 46
    Life Satisfaction 47
    Job Satisfaction 50
    Job Motivation 70
    Lateness to Work 72
    Absenteeism from Work 74
    Intention to Turn Over 76
    Suggestions to Employer 77
    Summary Statistics on Outcome Measures 79

4. Comparisons among Labor Standard Problem Areas 97

5. Wages and Wage Loss 115

6. Hours and Other Time-related Problems 137

7. Health and Safety 149

8. Transportation to and from Work 165

9. Unions 171

10. Discrimination 179

Page

11. Employment Agencies 193

12. Job Security 197

13. Supervision and Interpersonal Relations 199

14. Promotions 209

15. Content of Work 215

16. Meaning of Work 221

17. Personal Characteristics 229

18. Evaluating Working Conditions in America: Is the Sky Really Falling? 241

Appendix A: Interview Materials 263

Appendix B: Documentary Products from 1969-70 Survey of Working Conditions 322

Documentary Products from 1972-73 Quality of Employment Survey 327

1. INTRODUCTION

The research inquiry of which this volume is a part was designed to provide for the description, interpretation, and continuous monitoring of that aspect of our society we call quality of employment. The inquiry originated in the confluence of the needs and interests of several parties.

Members of two continuing research programs of The University of Michigan's Institute for Social Research--the Social Environment and Mental Health and the Organizational Behavior programs--felt strongly a need for having reliable data describing for the nation at large the variety of working conditions encountered by employed adults and the behaviors, experienced problems, and attitudes associated with this employment. This information was needed for reference and comparison in the aforementioned continuing programs of studies concerning people at work, people in organizations, and the organizations themselves. The Institute for Social Research, engaged in a multi-discipline program of inquiring into social change and the technology of monitoring social change required, in addition, some special attention to that aspect of life called "work."

Both the legislative and executive branches of the Federal government have for the last several years indicated an increasing concern about working conditions and quality of employment. As a result, the Employment Standards Administration* of the U.S. Department of Labor, as part of a more general re-examination of its priorities, initiated this inquiry in 1969 and defined its major purposes.

---

*It was at that time called the Wage and Labor Standards Administration.

From these converging interests came a commitment to conduct a 1969 interview survey of a representative sample of employed American adults. The principal aims of the survey were the following:

1. To assess the frequency and severity of work-related problems experienced by employed people, with special emphasis on those types of problems that were or might become matters of public policy.

2. To indicate which major demographic or occupational groups were most affected by these problems.

3. To develop economical measures of job satisfaction suitable for use with samples of workers in heterogeneous occupations and suitable for use under a variety of conditions of census and research.

4. To assess the impact of working conditions upon the well-being of workers.

5. To establish base-line statistics that might permit subsequent national surveys to reveal any trends in the content areas originally investigated.

6. To establish normative statistics that might permit other investigators to compare with national norms their data from more limited subsamples of workers (e.g., in particular occupations, organizations, or regions).

These purposes were carried out some time ago.* The survey, the 1969-70 Survey of Working Conditions, was conducted during the winter months of 1969-70. A report, published in 1971, contains the essential descriptive data of that survey, together with methodological details and some limited interpretive comments.* A list of other publications based on these data is presented in Appendix B. The primary data from the survey, wholly anonymous as to individual respondents, is public information. It has been, and will continue to be, available to others in a form that permits independent analyses of the data and opinions about their meaning.**

---

*The fourth was carried out with a very restricted set of indicators of well-being.

One of the original purposes grew in importance in the course of this work: the provision of a means for replicating and extending the inquiry over a span of time. To this end, preference was given to topical content and to methods that were thought to be compatible with the idea of time-series measurement and the assessment of changes that might occur after 1969. The uniqueness of the 1969 survey data and the widespread interest in its implications gave additional force to the idea of repeated measurement. Accordingly, a second survey was initiated in 1972.

---

*Quinn, R., Seashore, S., Kahn, R., Mangione, T., Campbell, D., Staines, G., and McCullough, M. Survey of Working Conditions: Final Report on Univariate and Bivariate Tables, Document No. 2916-0001. Washington, D.C.: U.S. Government Printing Office, 1971.

**Information about access to either 1969 or 1973 data is available from: Office of Program Development, Division of Special Projects, Employment Standards Administration, U.S. Department of Labor, Washington, D.C. 20210; or Ann Robinson, Robert Quinn, or Linda Shepard, Institute for Social Research, The University of Michigan, Ann Arbor, Michigan 48106. Member institutions of the Social Science Archives can also access the data through that source.

This second survey, the 1972-73 Quality of Employment Survey,* obtained data from a sample of workers drawn from the same population as that of the 1969-70 survey. The 1972-73 survey, again supported principally by the Employment Standards Administration of the U.S. Department of Labor, repeated the "core" measures of the 1969-70 survey: quality of employment; labor standards problems; job satisfaction; and importance ratings of job facets. In order to compensate for some belatedly-recognized omissions in the 1969-70 survey, expanded coverage was given to several of these areas. A number of questions from the 1969-70 survey were dropped, and several new major content areas were introduced: self-reports of work-related behavior; physical consequences of job stress;** fitting a worker's present job into a career line; and the meaning of work. These new materials extend the inquiry in directions stimulated by the results of the 1969-70 survey and in a few new directions reflecting recent developments in public and scientific interest. The 1972-73 survey, unlike the 1969-70 one, has the potential of being made into the first wave of a panel study.

---

*The change in name does not reflect any major change in emphasis. The term "working conditions" misled some people because of its unintended suggestion of physical surroundings. The more ambiguous term "quality of employment" does not have this unintended meaning. This is not to say that it does not have other unintended meanings of which we are still unaware.

In addition, a "final report" of the 1969-70 survey has a 1973 dateline. Preservation of the name "working conditions" would have led to endless confusion as to what was meant by the 1973 Survey of Working Conditions. It could have referred to either the 1969-70 survey, as indicated by the date of its final report, or the 1972-73 survey, as indicated by the date of its data collection.

**Financial support of the collection of data relevant to this content area has been provided by the National Institute of Occupational Safety and Health.

A companion study, Effectiveness in Work Roles,* is also underway at the Institute for Social Research. One of the purposes of this study is to assess the validities of some of the national surveys' measures through direct on-the-job observation, company records, supervisors' ratings, and consensual judgments of workers in identical jobs. This multi-media study is being conducted with 651 workers in a variety of occupations in five employing establishments.

This volume of tables presents basic descriptive statistics on all questions asked in the 1972-73 Quality of Employment Survey, as well as many of the survey's major multi-question indices (see Section 3). The tables are grouped into several substantive areas as indicated in the Table of Contents. A copy of the interview appears in Appendix A. Next to each question in this interview appears the number of the page or pages on which the relevant statistics may be found.

For the survey's major questions and indices, data are also presented separately for workers distinguished by their sex, age, race, education, employment status (wage-and-salaried versus self-employed), occupation, collar color, and industry.

Whenever a question was asked both in the 1969-70 Survey of Working Conditions and the 1972-73 Quality of Employment Survey, the 1969 data are included in the tables for purposes of comparison.

Since this volume is a sourcebook of tables, interpretations of the data presented is non-existent. However, the concluding section of this volume reproduces a Monthly Labor Review article that presents one preliminary interpretation of the 1973 data, emphasizing the change (or lack of change) observed between 1969 and 1973.

---

*Financial support of this study has been provided by the Manpower Administration, U.S. Department of Labor.

2. GENERAL METHODS

Sample Selection

Eligibility. Data for this survey were obtained through personal interviews with 1496 persons living in housing units within the United States and the District of Columbia, exclusive of households on military reservations. Eligible persons were household members 16 years of age or older who were employed for pay for 20 or more hours per week. The term "worker" is used in this volume to refer to anyone who met these sampling criteria. This terminology does not distinguish between "worker" on one hand and "management" on the other. Indeed, had the residence of Howard Hughes or the residences of the presidents of the country's largest businesses been selected in the sampling procedures, these people would all have been treated in the analyses as "workers." People were also interviewed if they worked for pay but were currently away from work due to strike, sickness, weather, vacation, or for personal reasons. The sample was therefore not representative of the entire labor force but was instead a sample of the population of employed workers who met the above sample eligibility criteria. As a result of these criteria, the sample excluded many "casual" workers who put in only a few hours each week, unpaid labor, students who might work only during summer months, and those in such "youthful" occupations as delivering papers, other types of "street work," or babysitting.

The basic sample design was that customarily used by the Survey

Research Center to select national probability samples of dwellings.[*] At an overall rate of one in 22910, there were 2788 occupied dwellings selected for the sample.[**] Within each household where a responsible person could be contacted, the number of eligible persons was determined and one of them was objectively designated as the respondent.[***] If after repeated calls no one was at home, or if the designated respondent was not at home or refused to be interviewed, no substitution was made.

---

[*] Kish, L. & Hess, I. The Survey Research Center's National Sample of Dwellings. Ann Arbor: Institute for Social Research, The University of Michigan, 1965, ISR No. 2315.

The Survey Research Center now uses the housing unit rather than the dwelling unit classification of living quarters reported by Quinn et al., 1971. The housing unit definition appears in: U.S. Bureau of the Census, Census of Housing: 1970,"General Housing Characteristics," Final Report, HC(1)-A1 United States Summary, U.S. Government Printing Office, Washington, D.C., 1971, App. 5. Persons living in a housing unit comprise a household. Persons in other types of living quarters (for example: large rooming houses; residential clubs; transient accommodations; barracks for workers; accommodations for inmates of institutions; general hospitals) were excluded from the study.

[**] The estimate of 64.1 million households, obtained by multiplying the number of occupied sample housing units by the reciprocal of the sampling fraction, is not directly comparable with the Census Bureau's estimate of 68.3 million households reported for March, 1973, in Current Population Reports, Series P-20, No. 251.

The Bureau's estimate includes Alaska and Hawaii, which are excluded by the Survey Research Center, as are housing units on military reservations. Furthermore, comparability is reduced by the difference in time period. Some discrepancy can be attributed to sampling variability, and the remainder may be explained by undercoverage of households occurring because some housing units are overlooked by Survey Research Center's interviewers.

[***] This procedure is described by L. Kish, "A procedure for objective respondent selection within the household," American Statistical Association Journal, 1949, 380-387.

Approximately 70 percent of the households had one or more persons who met the eligibility criteria for respondent selection, of whom 1,982 persons were designated as respondents. Of these, 75.5 percent were interviewed. No adjustment was made for nonresponse. The 75.5 percent figure compares with the 1969 response rate of 78.6 percent. In 1973, 15.4 percent of the eligible persons refused to be interviewed, and 9.1 percent of the eligible persons were not interviewed for other reasons. Comparable percentages from 1969 were 13.3 and 8.1, respectively.

Interviews were conducted during the two-month period beginning January 18, 1973. They were preceded by three pretests conducted in the Detroit metropolitan area. The 1969 interviews were conducted during November and December.

Weighting. Although households were sampled at a constant rate, designated respondents had variable selection rates according to the number of eligible persons within a household. To be mathematically precise, data for each respondent should therefore be weighted by the number of eligible persons in the household. The frequency and magnitudes of differences between weighted and unweighted estimates of means and proportions were sufficient to prompt this decision to weight sample data by the number of eligible household members. Estimates of sex, age group, income level, and white- or blue-collar classifications were especially sensitive to the presence or absence of weights. Those variables are closely related to major analytical classifications of employed persons: blue-collar and white-collar workers; men and women; primary wage earners and secondary wage earners, and so on. The total weighted N of the full sample was 2157.

In the 1969-70 Survey of Working Conditions, however, every eligible person in a household was interviewed. The 1969 sample of 1533 workers was therefore self-weighting. This change in sampling design was decided upon during the Detroit pretesting of the 1973 survey. Many questions had been added to the interview between 1969 and 1973, and a corresponding number had not been eliminated. The three pretests of the 1973 survey indicated that the survey was becoming so long as to jeopardize its response rate in a systematic manner, thereby introducing bias. Concern was especially great with regard to those workers in multiple-worker households who would not be the first in the household to be interviewed. The apprehension was that these workers, having found out from the first worker interviewed how time consuming the interview was, would decline to be interviewed. The change in sampling procedure was intended to avoid this possibility. Considerable format changes in the interview were also made during the pretests to reduce the length of time it required without simultaneously reducing the number of questions asked. As a possible result of this streamlining of the interview, the change in sampling procedure appears in retrospect to have been unnecessary. In spite of the expanded content of the 1973 survey, both the 1969 and 1973 surveys required the same amount of interviewing time, 80 minutes.

Sources of Error

Sample statistics, such as means, percentages, and indices, calculated from survey data are subject to errors arising from several sources. Among these are sampling errors, coding or processing errors, noncoverage, response and reporting errors, and nonresponse.

Coding error. An initial 20 percent check-coding of interviews, followed by a ten percent check-coding, indicated that there were 0.76 coding errors per interview.[*] Subsequent to the tabulation of the data presented in this volume, all occupations were additionally coded using the occupational codes in the Dictionary of Occupational Titles. This supplementary coding amounted to a 100 percent check-coding of both the 1960 and 1970 Census Occupation codes. Errors[**] in occupational codes thus detected, many of them involving only marginal distinctions between occupations, were duly recorded, as were any detected errors in 1970 Census Industry codes. These errors have been corrected in the data tapes available through the Social Science Archive.[***]

Sampling variability. With a probability design, the type used for this survey, sampling errors can be approximated from the sample itself. The sampling error does not measure the actual error in a sample estimate; but it does allow the construction of a region or interval, such as a confidence interval, that will cover the population value with a specified probability. Although possible, it is impractical to calculate the sampling variability of each and every sample estimate (e.g., every single one of the thousands of numbers presented in this volume). Furthermore, instead of presenting several measures of sampling variability in this volume, the standard error is taken as a convenient measure of sampling variability.

---

[*] This figure was 1.31 in the 1969 survey. The 1969 survey contained 544 units of codeable information and the 1973 survey had 761 units.

[**] Except in rare instances of blatant errors involving transposition of digits, the term "error" really means "disagreement between two coders reading the same interview." The latter effects not "error" in the sense of an absolute right or wrong, but a difference in judgment.

[***] The Archive's tapes contain one other occupational coding change. Workers in military service were originally coded as simply being "military." The recoding changed their codes to emphasize what they actually did while in service. In the case of a U.S. Army doctor, for example, the emphasis was moved from "Army" to "doctor." This change brings the survey's coding priorities better into line with those of the 1969 survey.

Therefore, the standard errors for a relatively large number of percentages and their differences were calculated, their first having been chosen with some care to represent a variety of subject matter, a range in both size of estimated percentages and size of bases (i.e., number of workers).* From the calculated standard errors, average values were obtained and summarized in accompanying tables.

Table 2.1 gives average values of sampling errors associated with percentages according to the magnitude of the percentage and the number of sample cases on which it is based, since the sampling error varies with both of those factors. Under the assumption that sample estimates are normally distributed, an interval of the width of the sampling error (two standard errors) on either side of the sample estimate has a chance of 95 in 100 of including the population value--the value that would have been obtained if a complete census has been taken at the same time and under the same conditions as the sample survey. Suppose that the sample shows that 50 percent of 700 middle-income workers are satisfied with their use of leisure time; we would like to know what proportion would have been obtained if a census had been taken rather than a sample. By referring to Table 2.1 and locating the intersection of the row for 50 percent and the column for 700, we find the average sampling error for

---

*The estimates of sampling errors were calculated using the formulas described in Kish and Hess, op. cit., p. 1.

Table 2.1

Approximate Sampling Errors[a] of Percentages
(Expressed in Percentages)

Reported percentages	Size of sample or subsample							
	1500	1000	700	500	400	300	200	100
50	3.3	3.9	4.6	5.3	5.8	6.5	7.8	11
30 or 70	3.0	3.6	4.2	4.8	5.3	6.0	7.1	9.7
20 or 80	2.6	3.1	3.7	4.2	4.6	5.2	6.2	8.5
10 or 90	1.9	2.4	2.8	3.2	3.5	3.9	4.7	6.4
5 or 95	1.4	1.7	2.0	2.3	2.5	2.8	3.4	4.6

---

[a] The values in this table represent two standard errors. Hence, for most percentages the chances are 95 in 100 that the value being estimated lies within a range equal to the reported percentage, plus or minus the sampling error.

the particular combination to be 4.6 percent. Therefore, it can be concluded that the interval 45.4 to 54.6 percent has 95 chances in 100 of including the population proportion of middle-income workers who are satisfied with their use of leisure time.

Table 2.2 gives the average value of the sampling error associated with the difference between two percentages according to the magnitude of the percentages and the number of sample cases in each of the two different subgroups. Under the assumption that the estimated differences are normally distributed, an observed difference as large as the sampling error (two standard errors) reported in Table 2.2 has at least 95 chances in 100 of reflecting a true difference between the two subgroups in the population rather than merely reflecting the vagaries of sampling. Let us suppose that we are interested in the difference between the 50 percent of 700 middle-income workers and the 40 percent of 300 low-income workers who are satisfied with their use of leisure time. By inspecting the section of Table 2.2 for percentages from 35 to 65 percent, and locating the intersection of the row for 700 and the column for 300, we see that the average sampling error (two standard errors) is 8.0 percent. Since the observed difference of ten percent exceeds the average sampling error, it can be concluded that the chances are at least 95 in 100 that a complete census in the winter of 1973 would have shown that a higher proportion of middle-income workers, as compared with low-income workers, were satisfied with the way they spent leisure time.*

---

*Most commonly, and ignoring any distinction between a population parameter and its sample estimate, this is like saying that the observed ten percent difference was statistically significant beyond the .05 level of probability.

Table 2.2

Approximate Sampling Errors[a] of Differences between Percentages (Expressed as Percentages)

Size of subsample	1500	1000	700	500	400	300	200	100
For percentages from 35% to 65%								
1500	4.6	5.1	5.6	6.2	6.7	7.3	8.4	11
1000		5.5	6.1	6.6	7.0	7.6	8.7	11
700			6.5	7.0	7.4	8.0	9.0	12
500				7.5	7.8	8.4	9.4	12
400					8.2	8.7	9.7	12
300						9.2	10	12
200							11	13
100								15
For percentages around 20% or 80%								
1500	3.7	4.1	4.5	5.0	5.3	5.8	6.7	8.9
1000		4.4	4.8	5.3	5.6	6.1	7.0	9.0
700			5.2	5.6	5.9	6.4	7.2	9.2
500				6.0	6.3	6.7	7.5	9.5
400					6.6	7.0	7.8	9.7
300						7.4	8.1	10
200							8.8	11
100								12
For percentages around 10% or 90%								
1500	2.8	3.1	3.4	3.7	4.0	4.4	5.1	6.7
1000		3.3	3.6	3.9	4.2	4.6	5.2	6.8
700			3.9	4.2	4.4	4.8	5.4	6.9
500				4.5	4.7	5.0	5.6	7.1
400					4.9	5.2	5.8	7.2
300						5.5	6.1	7.5
200							6.6	7.9
100								9.0
For percentages around 5% or 95%								
1500	2.0	2.2	2.5	2.7	2.9	3.2	3.7	4.8
1000		2.4	2.6	2.9	3.1	3.3	3.8	4.9
700			2.8	3.1	3.2	3.5	3.9	5.0
500				3.3	3.4	3.7	4.1	5.2
400					3.6	3.8	4.2	5.3
300						4.0	4.4	5.4
200							4.8	5.7
100								6.5

[a] The values in this table represent two standard errors. Hence, for most percentage differences the difference between the two subsamples is significant at the .05 level if it exceeds the tabled value.

Tables 2.1 and 2.2 provide estimates of average sampling errors for specified percentages and bases, or subgroups; the reader can interpolate for intermediate points. It should be emphasized that the sampling errors are average values for estimated percentages of the total study population or for percentages of subgroups that extend across all primary areas. Therefore, it is useful to know what classes of sample estimates show important departures from the average. Here we can give only general observations, with a repeated warning that when sampling errors specific to particular sample estimates are required, calculations should ideally be made for those particular estimates.

Among the selected calculations of sampling variability that were made, estimates showing higher than average standard errors related to employment characteristics that might be expected to cluster geographically. Among these were: union membership, shortage of workers with the respondent's skills, men and white-collar workers with a second job, problems with hours of employment, workers who were supervisors, and workers under 30 years of age. Some employment characteristics showing below-average standard errors were: whether one received enough facts and information to do one's job; having experienced age discrimination; women having unused skills; workers with occupational handicaps. As subgroups of the employed population, women who were primary wage earners and all people who were secondary wage earners had the lowest sampling variability among the subgroups examined; this may be explained by the relatively small numbers of employed women, about 235, in each classification rather evenly distributed geographically.

The sampling variability of estimates classified as demographic, occupational- or industrial-related were generally lower than for estimates of employment-related experiences. A few exceptions were found among younger age groups employed in manufacturing.

Some discretion is to be exercised when comparing subgroups of the population or when comparing a subgroup with the total population. In the latter situation, Table 2.2 is inapplicable because a subgroup is completely contained within the total population, resulting in some appreciable correlation between the estimates being compared--a factor that enters into specific calculations but was not taken into account in the preparation of Table 2.2. Consequently, figures in Table 2.2 will generally overestimate sampling variability when the percentages compared are positively and somewhat highly correlated.

When comparing percentages derived from independent groups, there may be some correlation between the percentages because the data came from the same primary areas, a relationship that was considered in the preparation of Table 2.2. However, tabular estimates can be only approximations; hence, the sampling errors for specific comparisons will vary around those appearing in the tables.

Sampling errors of means and their differences are less easily summarized than are sampling errors of proportions or percentages. An examination was made of the sampling variability of four means for the total population and for several subgroups. These means were: Overall Job Satisfaction,* Depressed Mood,* Life Satisfaction,* and Total Number of Labor Standards Problems.** In addition to the total sample, calculations were made for wage-and-salaried workers, men, women who were primary wage earners, women who were secondary wage earners, white-collar workers, blue-collar workers, workers with a "college degree or more" education, and workers with less than four years of college training. This estimation procedure indicated that standard errors of means averaged about 1.2 times the standard errors that would be obtained from simple random samples of the same size, while standard errors of differences between means were about 1.1 times comparable differences from simple random sampling. Those averages offer some guidance for judging sampling variability of other means obtained from sample data.

---

*See Section 3.

**See Section 4.

Estimating a standard error of a mean requires both its standard deviation and the number of observations upon which it is based. Standard deviations of all measures reported as means are shown in Table 3.44 (page 80) along with the numbers of observations in the full sample. Numbers of observations for specific demographically or occupationally defined subsamples appear in Table 4.3 (pages 112-113).

Sample Characteristics

Demographic and occupational characteristics of the sample are shown in Tables 2.3 through 2.10. Data are also shown for the 1969-70 Survey of Working Conditions, as well as for selected larger national labor force surveys.

Tables 2.3-2.10.

Demographic and Occupational Distribution of Sample and Comparison Statistics

	1969-70 Survey of Working Conditions	1972-73 Quality of Employment Survey	Comparison Statistics[a]
Table 2.3			
Sex			
Men	65.1%	62.1%	61.5%[b]
Women	34.9	37.9	38.5[b]
Table 2.4			
Race			
White	89.0%	89.5%	89.2%[b]
Non-white	11.0	10.5	10.8[b]
Table 2.5			
Age			
16-19 years old	4.7%	5.1%	9.3%[c]
20-24	11.8	15.1	13.9[c]
25-30	21.8	26.6	21.6[c]
35-44	22.0	19.1	18.9[c]
45-54	22.3	20.6	19.6[c]
55-64	13.9	11.7	13.1[c]
65 and over	3.6	1.9	3.6[c]

Tables 2.3-2.10(continued)

	1969-70 Survey of Working Conditions	1972-73 Quality of Employment Survey	Comparison Statistics[a]
Table 2.6			
Education			
Eight years or less	15.8%	11.3%	15.0%[c]
Some high school	17.6	14.2	19.2[c]
High school diploma or equivalent	36.2	38.4	38.7[c]
Some college	16.5	20.9	13.6[c]
College degree or more	13.9	15.2	13.6[c]
Table 2.7			
Employment status			
Self-employed	13.4%	11.6%	8.8%[b]
Wage-and-salaried	86.6	88.4	91.2[b]
Table 2.8			
Collar color			
White collar	49.4%	52.1%	47.8%[b]
Blue collar	46.4	44.9	48.7[b]
Farm workers	4.2	2.9	3.5[b]
Table 2.9			
Occupation			
Professional and technical	--[d]	14.9%	14.6%[b]
Managers and administrators (except farm)	--[d]	15.3	8.2[b]
Sales	--[d]	5.1	7.1[b]
Clerical	--[d]	16.6	18.0[b]
Craftworkers	--[d]	12.6	13.3[b]
Operatives (except transport)	--[d]	14.0	14.2[b]
Transport equipment operatives	--[d]	3.3	3.9[b]
Non-farm laborers	--[d]	3.6	4.7[b]
Farmers and farm managers	--[d]	2.1	1.8[b]
Farm laborers and farm foremen	--[d]	0.7	1.3[b]
Service workers (except private household)	--[d]	11.1	11.4[b]
Private household workers	--[d]	0.7	1.5[b]

Tables 2.3-2.10(continued)

Table 2.10

Industry	1969-70 Survey of Working Conditions	1972-73 Quality of Employment Survey	Comparison Statistics [a]
Services	26.2%	26.6%	16.6%[b, e]
Manufacturing	25.2	25.2	25.6 [b]
Wholesale & Retail trade	18.2	18.6	21.2 [b]
Contract construction	8.1	6.6	4.8 [b]
Transportation, communication, electric, gas and sanitary	6.2	6.2	6.1 [b]
Government	5.3	6.9	18.0 [b, e]
Finance, insurance and real estate	4.9	5.9	5.3 [b]
Agriculture, forestry and fisheries	4.5	3.4	1.6 [b]
Mining	1.4	0.5	0.8 [b]

---

[a] Comparison statistics are taken from the Current Population Survey (CPS) and use those surveys' definitions of employed persons. Like the two Michigan surveys, recent CPS's use 16 as a minimum age for sample eligibility. The CPS's, unlike the Michigan surveys, do not require that a person work a minimum number of hours for pay or profit in order to be sampled; in the Michigan surveys this minimum was 20 hours a week. The CPS's also treat as eligible those who work 15 hours or more as unpaid workers in family enterprise. These sampling differences suggest that the Michigan surveys would have fewer fractional-time workers in their late teens than would be expected from the comparison CPS statistics. This would also lead to the two Michigan surveys having better educated workers than are in the CPSs' samples of workers.

[b] Source: 1973 Statistical Abstract of the United States.

[c] Source: "Statistical Appendix," 1973 Manpower Report of the President, Washington, D.C.: Manpower Administration, U.S. Department of Labor, 1973.

[d] The occupation codes were those developed for the 1970 Census. Since they were not available when data from the 1969-70 Survey of Working Conditions were coded, data from that survey are not presented.

[e] Neither of the two Michigan surveys inquired specifically as to whether a worker was employed by government or by a private establishment. Many workers who would be coded in CPS data as working for government therefore appear in the Michigan statistics as working in other industries, most commonly service industries. The percentage of workers in the 1972-73 Quality of Employment Survey employed in either services or government was 33.5; the comparable CPS percentage was 34.6.

Conventions Used in the Tables

The tables in this volume are grouped into 17 sections as indicated by the Table of Contents. The complete interview is presented in Appendix A, the left margin of which shows where in the volume the statistics pertinent to each question may be found.

Unless otherwise indicated, all statistics are based exclusively on the 1972-73 Quality of Employment Survey. In many instances, however, comparison data based on the 1969-70 Survey of Working Conditions are also shown. Where the data for both surveys are shown in columns, the data from the 1969-70 Survey of Working Conditions are always presented in the left-hand column, headed simply "1969," and the data from the 1972-73 Quality of Employment Survey are presented in the right-hand "1973" column. In the rare instances where the array of data presentation required that data from the two surveys be presented in rows (e.g., Table 3.27), the first of each pair of rows presents the 1969 data and the second the 1973 data.

The N's shown for the 1969 data are always unweighted, and those for the 1973 data are always weighted.

In all tables "missing data" have been excluded from the computational bases of the statistics. These missing data resulted from unclear or uncodeable answers, "don't know" answers, inadvertently skipped questions, and other forms of non-response. Other exclusions from each table are described in that table's footnote(s).

For most tables showing percentages, the bases of these percentages are numbers of workers (e.g., Table 5.1). For some tables, however, the bases of the percentages are not workers but are instead the total number of responses to a particular question to which the worker could provide more than one answer. The latter basis of percentagizing was used most commonly to categorize multiple responses to open-ended questions, particularly those involving the nature of labor standards problems that workers reported (e.g., Tables 5.10, 6.3). For example, Table 6.3 should not be read as indicating that "24.9 percent of all workers reported problems with their 'time slots.'" Instead, it indicates that among those workers (N=842, in light of Table 6.1) who reported a problem with inconvenient or excessive hours, 24.9 percent of the total number of problems reported involved problems with a "time slot."

Since data for all 1973 interview questions are presented below, the base N in several instances becomes quite small (e.g., Table 5.13) and the statistics quite unreliable. Such tables are presented simply "for the record" and to round out the survey's complete tabular presentation. In several other instances the base N becomes quite small because of a routine attempt to present statistics differentiated according to a variety of demographic and occupational characteristics of the sampled population. Such occasionally over-exquisite breakdowns of the sample occur principally in Section 3, which describes the surveys' major "outcome" measures, and with regard to the 19 labor standards problems areas, which are presented initially in Section 4 and shown in tables in later sections. While the statistics for a particular industry group with a small N may be under such circumstances quite unreliable, their presentation is nevertheless necessary in order to enable the reader to reconstruct from the basic data new groupings of statistics as suits his or her needs.

A particular sequence of four tables occurs 19 times in this volume.

Each set of four corresponds to one of the surveys' 19 labor standards problems areas (see Section 4). The sequence of tables within each set is as follows:

1. the percentage of workers reporting the problem, either for the sample as a whole or for a more appropriate subsample;
2. the severity of the problem as reported by those experiencing it;
3. a breakdown of the particular type of problem experienced within each of the 19 more general areas;
4. the distribution of the problem among eight demographically and occupationally defined subsamples. Where there were no workers in a table's row for a subsample, that row has been deleted from the table (see, for example, the exclusion of farm owners from Table 5.11 concerning fringe benefits.)

3. OUTCOME MEASURES

Twenty-one measures were constructed for their future use in analyses of the effects of quality of employment. These "outcome" measures represented a variety of psychological and behavioral characteristics of concern to employees, their employers, or society as a whole. All were measured through self-reports provided by the Quality of Employment Survey. These measures were:

1. Overall Physical Health
2. Escapist Drinking
3. Amount of Drinking
4. Smoking
5. Self-esteem
6. Depressed Mood
7. Life Satisfaction

8-16. Several measures of Job Satisfaction

17. Job Motivation
18. Lateness to Work
19. Absenteeism from Work
20. Intention to Turn Over
21. Suggestions to Employer

Each part of this section describes the construction of one of these 21 outcome measures. In each part descriptive statistics are presented for all the questions included in each measure,* as well as for questions that were originally considered for inclusion but ultimately rejected on logical or statistical grounds.

The final parts of this section present:

1. summary descriptive statistics for all 21 measures (Table 3.44);
2. the correlations among the 21 measures (Table 3.45);
3. the distribution of these measures among several demographically or occupationally defined subsamples of workers (Table 3.46).

1. Overall Physical Health

This measure was adapted from that used by Belloc, Breslow, and Hochstim in a 1965 health survey of Alameda County, California.** The measure was originally designed to "array the general adult population along a spectrum from invalidism at one end through various levels of health to physical vigor at the other end of the spectrum." Since the 1973 survey was based on employed workers, two of Belloc, Breslow, and Hochstim's "disabled" classifications were omitted from the categorization.

Five levels of health were distinguished:

a. Worker reported being under treatment for or having taken medication for two or more chronic conditions in the past twelve months.

---

*In many instances the combining of questions into indices required the reversal of the scales of the original questions. The descriptive statistics presented follow the wording and scaling of the questions as asked rather than the scalings used in the construction of indices.

**Belloc, N., Breslow, L., and Hochstim, J. Measurement of physical health in a general population survey. American Journal of Epidemiology, 1971, 93, 5, 328-329.

b. Worker reported being under treatment for or having taken medication for only one chronic condition in the past twelve months. Included among these chronic conditions were: trouble seeing; trouble hearing; asthma; bronchitis; gallbladder or liver trouble; ulcers; arthritis or rheumatism; heart disease or heart trouble; hypertension or high blood pressure; diabetes; epilepsy, cancer; tuberculosis; hernia or rupture; stroke.

c. Worker did not report any of the above chronic conditions but reported one or more of the following symptoms: frequent cramps in the legs; pain in the heart; tightness or heaviness in the chest; trouble breathing or shortness of breath; swollen ankles; pains in the back or spine; repeated pains in the stomach; frequent headaches; frequent coughing or heavy chest colds; paralysis; stiffness, swelling or aching in joints or muscles; becoming very tired in a short time.

d. Worker reported no chronic conditions or symptoms but gave few "high energy" answers.

e. Worker reported no chronic conditions or symptoms and gave several "high energy" answers.

Energy level was determined by questions dealing with: how much "pep and energy" one has; trouble getting to sleep; trouble staying asleep; being completely worn out at the end of the day.

Descriptive statistics for these and related questions are presented in Tables 3.1-3.14.

Table 3.1

Specific Illnesses

Now I want to find out about all illnesses that you've had in the past year whether or not any of them were caused or made more severe by your job. Have you had . . . ? (Each of the diseases below was inquired about in turn.)

Have you been under treatment or taken any medication for this in the past year? (Asked only of diseases mentioned in response to the above question.)

		Percentage reporting each illness	
Illness	Base N	Without treatment or medication	With treatment or medication
A cold or the flu	2137	27.4%	42.6%
Trouble with back or spine	2147	10.6	8.2
Trouble seeing	2145	4.5	7.5
Skin trouble	2145	3.3	7.0
Hypertension or high blood pressure	2154	2.4	6.8
Hay fever	2154	4.7	6.1
Arthritis or rheumatism	2145	6.7	5.9
Ulcers	2157	0.8	4.0
Bronchitis	2154	1.8	4.0
Trouble hearing	2151	5.5	2.3
Thyroid trouble or goiter	2156	0.2	2.3
Gall bladder or liver trouble	2153	0.4	1.6
Heart disease or heart trouble	2155	0.6	1.5
Asthma	2156	0.8	1.5
Diabetes	2151	0.8	1.4

Table 3.1 (continued)

Illness	Base N	Percentage reporting each illness: Without treatment or medication	Percentage reporting each illness: With treatment or medication
Hernia or rupture	2156	1.2	1.3
Varicose veins	2157	4.5	1.1
Paralysis of any kind	2155	0.1	0.5
Epilepsy	2156	0.0	0.2
Cancer	2156	0.0	0.2
Tuberculosis	2156	0.0	0.2
A stroke	2155	0.0	0.1

Table 3.2

Other Illnesses

What other illnesses have you been treated for or taken medicine for in the past year?

Number of additional illnesses	Percentage (N=2142)
None	87.0%
One only	12.0
Two or more	1.0

Table 3.3

Physical Symptoms

Here is a list of other physical conditions. Please check how often each has happened to you in the past year.

Symptom	Base N	Percentage reporting each condition			
		Often	Sometimes	Rarely	Never
Finding it difficult to get up in the morning	2141	12.3%	24.4%	26.7%	36.5%
Being completely worn out at the end of the day	2151	10.7	34.4	30.5	24.4
Headaches	2137	8.5	32.8	39.3	19.5
Cramps in my legs	2149	6.2	17.3	28.6	47.9
Pains in my back or spine	2140	5.6	17.6	20.5	56.4
Feeling nervous or fidgety and tense	2150	5.3	24.8	33.5	36.4
Having trouble getting to sleep	2152	4.7	16.4	26.9	52.1
Stiffness, swelling, or aching in my joints or muscles	2143	3.9	14.8	21.9	59.4
Having trouble staying asleep	2137	3.6	11.2	23.3	62.0
Becoming very tired in a short time	2149	3.3	12.0	26.2	58.6
Trouble breathing or shortness of breath	2143	2.2	10.0	18.0	69.8
Swollen ankles	2137	3.2	6.7	9.2	80.9
Hands sweating so that they feel damp and clammy	2147	2.9	8.6	19.5	69.0
Poor appetite	2151	2.6	8.5	22.9	66.0
Coughing or having heavy chest colds	2139	2.6	15.1	37.6	44.6
Pains in my stomach	2135	2.2	15.7	25.9	56.2
Feeling my heart pounding or racing	2146	1.6	9.9	22.4	66.0
Tightness or heaviness in my chest	2142	1.4	8.8	16.9	72.9
Pains in my heart	2148	0.5	2.8	9.4	87.3

Table 3.4

Injuries

Now I'd like to find out about all the injuries you've had in the past year whether or not any of them were caused or made more severe by your job. What injuries have you had in the past year?

Report of injuries	Percentage (N=2148)
Worker reports one or more injuries	18.5%
Worker reports no injuries	81.5

Table 3.5

Types of Injuries

Type of injury	Percentage of injuries of each type (Number of injuries =470)*
Cuts, lacerations, punctures, scratches, and other wounds	21.9%
Sprains, strains, twists	16.8
Back or spine problems or injuries	13.2
Injuries resulting from being hit by or falling against a non-sharp object (excluding contusions, bruises, and fractures)	11.1
Fractures, breaking of bones	9.2
Contusions, bruises	7.2
Burns	4.0
Eye injuries	3.2
Poisoning	1.9
Dislocation	1.5
Accident with multiple injuries, no one injury or type of injury predominant	1.3

*Includes only workers reporting an injury. Percentages do not add to 100 because of the exclusion from the table of those problems constituting less than one percent of the total.

Table 3.6

Current Health

Here is a picture of a ladder that describes how healthy a person is. The top of the ladder represents perfect health, and the bottom of the ladder represents total and permanent disability. Please tell me which step of the ladder indicates how your health has been recently.

Health	Percentage (N=2133)
Perfect health	36.4%
.	39.9
.	16.9
.	5.0
.	1.1
.	0.4
Totally and permanently disabled	0.3

Table 3.7

Health Five Years Ago

Which step indicates how your health was five years ago?

Health five years ago	Percentage (N=2124)
Perfect health	50.3%
.	32.7
.	10.2
.	3.6
.	1.5
.	1.2
Totally and permanently disabled	0.5

Table 3.8

Current Energy Level

Here is another ladder. This one describes how much pep and energy a person has. The top of the ladder indicates always being full of pep and energy, and the bottom of the ladder represents never having any pep or energy. Please tell me which step on the ladder indicates how much pep and energy you've had lately.

Energy	Percentage (N=2137)
Always full of pep and energy	18.0%
.	31.6
.	30.6
.	15.2
.	2.8
.	1.5
Never have any pep or energy	0.3

Table 3.9

Energy Level Five Years Ago

Which step indicates how much pep and energy you had five years ago?

Energy five years ago	Percentage (N=2129)
Always full of pep and energy	38.1%
.	34.7
.	17.5
.	5.9
.	2.0
.	1.2
Never have any pep or energy	0.7

Table 3.10

Occupational Handicaps

Do you have anything you regard as a physical or nervous condition that limits the amount or kind of work you do?
Was this either caused by, or has it been made more severe by, any job you've ever had?

	Percentage	
Possession of handicap	1969 (N=1532)	1973 (N=2157)
Worker reports a physical or nervous handicap that was caused or made more severe by a job that he or she has had	3.6%	3.9%
Worker reports a physical or nervous handicap that was not caused or made more severe by a job that he or she has had	5.1	5.0
Worker reports a physical or nervous handicap but does not know whether it was caused or made more severe by a job he or she has had	0.4	0.0
Worker has no physical or nervous handicap	90.9	91.1

Note: See also Section 4.

Table 3.11

Occupational Handicap--Severity of Handicaps

In general, how much of a problem has this been for you either in working on the jobs you've had or in getting jobs you would liked to have had?

	Percentage reporting each of four degrees of severity *	
Degree of severity	1969 (N=135)	1973 (N=190)
No problem at all	17.0%	35.3%
A slight problem	44.4	34.2
A sizeable problem	23.0	16.3
A great problem	15.6	14.2

*Includes only workers with an occupational handicap

Table 3.12

Job Change Due to Occupational Handicaps

Have you ever had to change jobs because of this?

Job change due to handicap	Percentage (N=191)*
Worker had to change jobs because of handicap	28.3%
Worker never had to change jobs because of handicap	71.7

*Includes only workers with an occupational handicap

Table 3.13

Occupational Handicap--Types of Handicaps

Type of handicap	Percentage of total number of handicaps * 1969 (Number of handicaps=133)	 1973 (Number of handicaps=188)
Nervous disorders	17.3%	26.6%
Heart condition, high blood pressure	21.0	14.9
Back trouble	12.0	12.2
Arthritis or rheumatism	3.8	9.0
Allergies	**	6.1
Vision problems	7.5	5.3
Ulcers, hernia, bladder trouble, and other non-circulatory organ disorders	5.3	3.2
Hearing problems	4.5	3.2
Crippling disease	**	2.7
Major surgery, not specified whether effects are temporary or permanent	2.3	2.1
Inability to lift heavy objects	**	2.1
Epilepsy	**	2.1
Vein disorders and circulatory problems (excluding high blood pressure)	3.0	1.6
Asthma	**	1.6

*Includes only workers with an occupational handicap. Percentages do not add to 100 because of the exclusion from the table of those handicaps constituting less than one percent of the total in 1973.

**No more than 2.3 percent, the minimum value for 1969 in the comparable table presented by Quinn et al.

Table 3.14

Occupational Handicaps Limiting Work by Sex, Age, Race, Education, Employment Status, Occupation, Collar Color, and Industry

	Reports of problem	
	Base N	Percentage
Sex		
Men	1339	8.6%
Women, primary or sole wage earners	287	9.8
Women, secondary wage earners	520	9.2
Age		
Under 21	175	5.1%
21-29	584	6.3
30-44	658	6.1
45-54	443	13.1
55-64	251	17.1
65 or older	41	7.3
Race*		
White	1901	8.8%
Black	177	11.9
Education		
Eight years or less	242	16.1%
Some high school	306	10.1
High school diploma or equivalent	826	6.7
Some college	449	9.6
College degree or more	327	7.0
Employment status		
Self-employed	250	10.8%
Wage-and-salaried	1907	8.6

Table 3.14 (continued)

	Reports of problem	
	Base N	Percentage
Occupation**		
Professional and technical	319	5.3%
Managers and administrators, except farm	328	7.6
Sales	109	2.8
Clerical	355	8.5
Craftworkers	270	8.1
Operatives, except transport	300	15.7
Transport equipment operatives	71	7.0
Non-farm laborers	77	5.2
Farmers and farm managers	46	21.7
Farm laborers and farm foremen	14	7.1
Service workers, except private household	237	8.9
Private household workers	15	33.3
Collar Color***		
White	1118	6.9%
Blue	963	10.6
Industry		
Agriculture, fisheries, and forestry	71	18.3%
Mining	10	0.0
Contract construction	138	8.7
Manufacturing	525	10.5
Transportation, communication, and utilities	129	5.4
Wholesale and retail trade	387	4.9
Finance, insurance, and real estate	123	8.1
Services	554	9.2
Government	144	10.4

*Excludes minority races other than blacks

**Based upon 1970 Census codes

***Excludes farm workers

2. Escapist Drinking

Workers who drank liquor, beer, or wine once a month or more were asked how important drinking was to them for 15 reasons (Table 3.15). A cluster analysis of the correlations among these reasons, based on data obtained from a random half-sample of workers indicated that there were three distinct types of reasons for drinking:

a. Escapist drinking: to relax; to forget one's job; to forget everything; to forget one's worries; to forget job problems; to forget job pressures; to cheer up; because one is tense and nervous.

b. Hedonistic drinking: to enjoy the taste; to feel good; to celebrate; to improve one's appetite.

c. Social drinking: to be sociable; to go along with people one knows; to be polite.

Based on estimates from a second random half-sample, the internal consistency reliabilities of the indices reflecting these three classes of reasons for drinking were .87, .60, and .66, respectively.

Descriptive statistics for the questions on which these indices are based are presented in Table 3.15.

Table 3.15

Reasons for Drinking

. . . People drink wine, beer, or liquor for different reasons. Here are some statements people have made about why they drink. How important would you say that each of the following is to *you* as a reason for drinking?

		Percentage*			
	Base N	Very important	Somewhat important	A little important	Not at all important
I drink to celebrate special occasions	1376	13.7%	38.2%	28.7%	19.4%
I drink to be sociable	1373	8.6	29.1	34.3	28.0
I like the taste	1358	19.5	26.6	25.0	28.9
I accept a drink because it is the polite thing to do in certain situations	1375	7.5	23.9	32.3	36.3
I drink because it helps me to relax	1376	8.0	21.7	30.6	39.7
I drink because it makes me feel good	1376	5.5	17.8	30.3	46.4
A small drink improves my appetite for food	1375	4.0	13.9	19.4	62.7
A drink helps to cheer me up when I'm in a bad mood	1376	3.3	10.9	23.0	62.9
I drink because the people I know drink	1376	3.5	11.8	21.1	63.5
I drink because I need it when I'm tense and nervous	1377	2.6	7.8	17.2	72.3

Table 3.15 (continued)

		Percentage*			
	Base N	Very important	Somewhat important	A little important	Not at all important
A drink helps me to forget my worries	1377	2.0	3.9	14.2	80.0
I drink when I want to forget everything	1376	2.0	2.5	9.4	86.0
A drink helps me to forget the problems on my job	1378	0.9	3.6	8.9	86.6
I drink when I want to forget about my job	1375	1.0	3.2	9.6	86.2
I drink because I need it when there is pressure on my job	1376	0.6	2.5	6.2	90.8

*Includes only those who have a drink of liquor, beer, or wine once a month or more as indicated in Table 3.16.

3. Amount of Drinking

This measure was originally employed to determine patterns of drinking behavior in a medium-sized urban community.* It is based on self-reports of two aspects of alcohol (beer, wine, or liquor) consumption: how often a person drinks and the typical amount drunk at each sitting. Six classes are distinguished: abstainers; infrequent drinkers; light drinkers; moderate drinkers; heavy drinkers; and very heavy drinkers. Relevant descriptive data, in addition to the responses to a question concerning drinking at work, are shown in Tables 3.16-3.19.

Table 3.16

Frequency of Drinking

How often do you usually have a drink of liquor, beer, or wine?

Frequency	Percentage (N=2128)
Three or more times a day	1.9%
Two times a day	2.2
Once a day	9.1
Three or four times a week	10.7
Once or twice a week	21.5
Two or three times a month	8.9
About once a month	9.5
Less than once a month but at least once a year	12.7
Less than once a year	7.4
Never	16.0

*Cahalan, D., Cisin, I., Kirsch, A., and Newcomb, C. Behavior and attitudes related to drinking in a medium-sized urban community in New England. Report No. 2, Social Research Project. Washington, D.C.: The George Washington University, 1965.

Table 3.17

Quantity of Drinking

Think of all the times you have had liquor, beer or wine recently. When you drink, how often do you have as many as five or six drinks? Three or four drinks? One or two drinks?

Quantity	Percentage (N=1376)* Five or six drinks	Three or four drinks	One or two drinks
Nearly every time	5.5%	8.0%	40.6%
More than half the time	5.2	10.3	17.2
Less than half the time	9.7	18.4	10.2
Once in a while	40.4	43.0	28.6
Never	39.2	20.4	3.4

*Includes only those who have a drink of liquor, beer, or wine once a month or more

Table 3.18

Amount of Drinking

This measure combines frequency and quantity of drinking and classifies each person into one of the six categories. The categories below are those originally designated by Cahalan, Cisin, Kirsch, and Newcomb.

Amount	Percentage (N=2107)
"Abstainers"	23.7%
"Infrequent"	12.9
"Light"	24.5
"Moderate"	19.6
"Heavy"	14.4
"Very heavy"	4.9

Table 3.19

Drinking at Work

How often do you usually have a drink of liquor, beer, or wine on the job --I don't mean at lunch or office parties but actually while you are working?

Frequency	Percentage (N=1376)*
Three or more times a day	0.4%
Two times a day	0.4
Once a day	0.7
Three or four times a week	0.1
Once or twice a week	1.5
Two or three times a month	1.2
About once a month	0.7
Less than once a month but at least once a year	2.6
Less than once a year	3.4
Never	89.1

*Includes only those who have a drink of liquor, beer or wine once a month or more in any situation

4. Smoking

This was measured by a single question that was originally intended to be only a non-threatening introduction to the questions concerning drinking.

Table 3.20

Smoking

Now I want to ask you about some other things that may affect your health --smoking and drinking. Do you smoke?

Smoking Behavior	Percentage (N=2139)
Worker smokes	48.9%
Worker does not smoke	51.1

5. Self-esteem

Four questions were used to measure self-esteem in a job-related context. These questions generated an index with an internal consistency reliability of .70. Descriptive statistics for each of these questions are shown in the first four lines of Table 3.21, together with a fifth that was originally intended as an indicator of self-esteem. Its inclusion would, however, have reduced the reliability of the total measure.

Table 3.21

Self-esteem

Before we complete this interview I'd like to ask you to fill out a few sets of questions. First here are some words and phrases which ask you how you see yourself in your work. For example, if you think that you are very "successful" in your work put a mark in the box right next to the word "successful." If you think that you are not at all successful in your work put a mark in the box right next to the words "not successful." If you think you are somewhere in between, put a mark where you think it belongs. Put a mark in one box on every line.

Base N		Percentage							
2143	Successful	45.3%	28.3%	14.1%	7.4%	2.6%	1.4%	0.8%	Not successful
2139	Important	46.7	22.7	11.8	10.4	3.6	2.3	2.6	Not important
2143	Doing my best	68.1	20.4	5.9	2.3	1.0	1.4	0.8	Not doing my best
2144	Happy	44.9	25.8	13.7	9.4	3.1	2.2	1.0	Sad
2145	Know my job well	57.6	22.4	5.5	3.0	1.6	3.7	6.2	Do not know my job well

6. Depressed Mood

Ten questions were used to measure depressed mood in a job-related context. These ten questions generated an index with an internal consistency reliability of .77. Descriptive statistics for each of these questions are shown in Table 3.22.

Table 3.22

Depressed Mood

Check how you feel when you think about yourself and your job.

		Percentage			
Depression characteristic	Base N	Often	Sometimes	Rarely	Never
I feel down-hearted and blue	2145	2.1%	23.4%	49.6%	24.9%
I get tired for no reason	2145	2.4	13.2	42.1	42.3
I find myself restless and can't keep still	2146	5.5	24.0	38.1	32.3
My mind is as clear as it used to be	2142	57.9	30.9	8.0	3.2
I find it easy to do the things I used to do	2136	62.9	23.6	7.3	6.2
I feel hopeful about the future	2137	68.3	24.2	4.4	3.1
I find it easy to make decisions	2139	59.4	34.5	4.1	2.1
I am more irritable than usual	2136	5.9	29.5	43.6	20.9
I still enjoy the things I used to	2142	67.7	26.4	4.3	1.6
I feel that I am useful and needed	2146	70.4	24.0	3.7	1.9

7. Life Satisfaction

The measure of overall life satisfaction had two components:

a. General life satisfaction, measured by two overall satisfaction questions (Tables 3.23 and 3.24). This component had an internal consistency reliability of .71.

b. Satisfaction as assessed through a number of more specific moods or affects. There were ten questions that were originally candidates for this measure. A previous study's examination of the intercorrelations among these ten questions indicated, however, that two of them (easy/hard; tied down/free) added nothing to the scale's reliability. The questions were therefore not included in the measure. The internal consistency reliability of the resulting eight-question measure was .90.

In constructing the final measure, the distributions of the two components were normalized through a _z_-score transformation. For each worker the two _z_-scores were then averaged.

The correlation between the two components was .56. The reliability of the total measure was computed using Guilford's* formula for calculating the reliability of an index consisting of a combination of composite scores. This procedure, which takes into account both the reliabilities of the components and the correlation between them produced a reliability estimate of .88.

---

*Guilford, J. Psychometric Methods. New York: McGraw-Hill, 1954.

Table 3.23

General Life Satisfaction

Taking all things together, how would you say things are these days? Would you say you're very happy, pretty happy, or not too happy these days?

	Percentage	
Satisfaction	1969 (N=1530)	1973 (N=2145)
Very happy	31.2%	37.4%
Pretty happy	56.6	56.4
Not too happy	12.2	6.2

Table 3.24

General Life Satisfaction

In general, how satisfying do you find the ways you're spending your life these days? Would you call it completely satisfying, pretty satisfying, or not very satisfying?

	Percentage	
Satisfaction	1969 (N=1532)	1973 (N=2149)
Completely satisfying	20.4%	22.4%
Pretty satisfying	66.5	70.8
Not very satisfying	13.1	6.8

Table 3.25

Specific Life Satisfaction

Here are some words and phrases which you can use to describe how you feel about your present life. Put a mark in one box on every line that describes how you see your life.

Base N		Percentage							
2142	Interesting	39.9%	27.9%	15.6%	10.9%	2.6%	1.4%	1.7%	Boring
2144	Enjoyable	41.7	29.4	12.8	9.1	3.7	2.1	1.2	Miserable
2134	Worthwhile	46.0	29.8	11.9	6.6	2.7	1.4	1.6	Useless
2140	Friendly	47.3	27.1	9.2	7.9	4.1	2.9	1.6	Lonely
2142	Full	44.3	26.9	13.1	9.5	3.4	2.0	.8	Empty
2142	Hopeful	45.2	31.1	10.9	7.0	3.2	1.4	1.1	Discouraging
2139	Rewarding	36.4	31.5	16.2	8.9	3.8	1.6	1.5	Disappointing
2135	Brings out the best in me	29.1	32.3	15.2	13.0	5.3	3.6	1.5	Doesn't give me a chance
2136	Easy	15.5	16.3	16.7	26.7	11.8	8.2	4.6	Hard
2140	Free	25.5	25.0	16.2	16.1	7.1	5.7	4.3	Tied down

8-16. Job Satisfaction

Two approaches to the assessment of job satisfaction guided measurement development for this key variable in the 1969-70 survey. In the first approach, a worker's job satisfaction was conceived in terms of his or her evaluation of specific facets of the job such as hours, fringe benefits, co-workers, etc., and the worker was asked to evaluate these specific facets. In the second approach, job satisfaction was conceived in terms of a worker's general affective reaction to the job without reference to any specific job facets. A measure was produced through each approach: Facet-specific Job Satisfaction and Facet-free Job Satisfaction, respectively.

Initially, the inclusion of both facet-specific and facet-free measures of job satisfaction in the 1969 survey was intended as a means for their mutual validation. Analysis of the survey's data showed that this strategy was useful only up to a point. Facet-specific and Facet-free Job Satisfaction were found in 1969 to correlate .46, a figure high enough to indicate that both measures tended to get at the same general affective phenomenon, but low enough to suggest that a worker's more global reactions to his or her job were not entirely predictable from or predictive of satisfaction with specific job facets. Since the facet-specific and facet-free reactions of workers to their jobs were not therefore interchangeable, a question arose: which measure of job satisfaction --Facet-specific or Facet-free--should be used as the definitive job satisfaction measure in the study's major analyses? The answer was: neither one by itself. Because there was no suitable criterion for deciding which of the two measures was preferable, and because it seemed desirable to take both facet-specific and facet-free affective phenomena into account simultaneously, the two measures were combined into one index of Overall Job Satisfaction.

Question Selection. The goal in the selection of interview questions measuring job satisfaction was a set of questions that would be meaningful to all workers in a national sample. Ideally, questions would have been selected that had already been thoroughly screened, tested, validated, and reported by previous investigators. Unfortunately, there was no such available set that met these needs completely. The most common failings of other measures of job satisfaction were that they were developed on relatively homogeneous populations of workers and their wordings were therefore too occupation-specific, "white-collarish," or "blue-collarish." Most took too long to administer, and some were too complicated.

Question selection therefore drew upon two major sources: previous factor analytic studies of job satisfaction* and the response categories previously used to code an open-ended interview question dealing with attributes of an "ideal" occupation. This question was asked by Kilpatrick, Cummings, and Jennings in a 1964 survey of a national sample of workers.** Although the questions were based on these sources, the resultant pool of questions was "new" in the sense that many had not previously been used in the same measure. Nor had they been asked in exactly the same words or formats as were to be used in the 1969 survey.

---

*These are summarized by Robinson, J., Athanasiou, R., and Head, K. Measures of occupational attitudes and occupational characteristics. Ann Arbor, Mich.: Survey Research Center, 1969.

**Kilpatrick, F., Cummings, M.,Jr., & Jennings, M. Source book of a study of occupational values and the image of the Federal service. Washington, D.C.: The Brookings Institution, 1964.

Based on a review of job satisfaction factors emerging from previous studies, questions were included that referred to the following types of job facets: promotional opportunities; the content of the job; supervision; financial rewards; working conditions; and co-workers. Based on Kahn and Quinn's 1970 report,* additional questions were included concerning the adequacy of the resources the worker received in order to perform well at his or her job. This aspect of jobs had been largely ignored in previous studies of job satisfaction. After several pretests this strategy ultimately produced 25 questions, each of which referred to a specific facet of the job. The questions were worded as positive evaluative statements (e.g., "My pay is good"). Workers were asked to rate these job facets both in terms of their importance to them in a job and how true they were of their present job.

In addition to the facet-specific questions, previous research** had indicated that a general factor, or facet-free measure of job satisfaction should be considered. Therefore, five facet-free questions that in no way referred to specific facets of the job were asked (e.g., "All in all, how satisfied are you with your job?"). These five questions were not new, for they had, with various modifications, been used in many previous studies. Their precise origins are lost in antiquity.

---

*Kahn, R. and Quinn, R. Role stress: A framework for analysis. In A. McLean (Ed.), Occupational mental health. New York: Rand McNally, 1970.

**Smith, P., Kendall, L., and Hulin, C. The measurement of satisfaction in work and retirement: A strategy for the study of attitudes. Chicago: Rand-McNally, 1969.

Administration. Both the importance ratings and the satisfaction ratings were obtained through a "card sort" procedure. In 1969 two sets of the 25 statements were put on prepunched 80 column computer cards. The "importance" card sort was administered after the first two minutes of the interview. It was introduced to the worker thus:

> The next question involves things a person may or may not look for in a job. Some of these things are on this set of cards. People differ a lot in terms of which of these things are more important to them. We'd like to know how important each of these things is to you. Please put each card below the (alternative) card which best reflects how important each thing is to you.

Instructions for the "satisfaction" card sort, administered near the end of the interview (about 70 minutes later) were:

> Here are some cards that describe different aspects of a person's job. I'd like you to put each card below the (alternative) card which best reflects how true you feel each is of your job.

The four alternative cards for the importance card sort were: "It is very important to me to have a job where . . . ," "It is somewhat important to me to have a job where . . . ," "It is a little important to me to have a job where . . . ," and "It is not at all important to me to have a job where. . . ." The four alternative cards for the satisfaction card sort were "This is very true of my job," "This is somewhat true of my job," "This is a little true of my job," and "This is not at all true of my job."

Workers were handed the set of 25 evaluative statements and asked to sort them. No restriction was made as to how many cards could be put in each pile. Once the worker had finished sorting his or her cards, the four piles were assembled by the interviewer and returned for direct computer processing in accordance with a procedure developed by Hunt,

Table 3.26

Response Categories for Questions Comprising Facet-free Job Satisfaction

Question	Response category*	Percentage	
		1969	1973
All in all, how satisfied would you say you are with your job--very satisfied, somewhat satisfied, not too satisfied, or not at all satisfied?	Very satisfied (5)	46.4%	51.7%
	Somewhat satisfied (3)	39.0	38.2
	Not too satisfied (1)	11.3	7.8
	Not at all satisfied (1)	3.2	2.3
		(N=1529)	(N=2153)
Before we talk about your present job, I'd like to get some idea of the kind of job you'd most like to have. If you were free to go into any type of job you wanted, what would your choice be?	Worker would want the job he or she now has (5)	49.2	43.8
	Worker would want to retire and not work at all (1)	6.3	5.5
	Worker would prefer some other job to the job he or she now has (1)	44.4	50.7
		(N=1450)	(N=2027)
Knowing what you know now, if you had to decide all over again whether to take the job you now have, what would you decide? Would you decide without any hesitation to take the same job, would you have some second thoughts, or would you decide definitely not to take the same job?	Decide without hesitation to take same job (5)	64.0	69.7
	Have some second thoughts (3)	26.9	24.5
	Decide definitely not to take the job (1)	9.1	5.8
		(N=1528)	(N=2143)

Table 3.26 (continued)

Question	Response category*	Percentage	
		1969	1973
In general how well would you say that your job measures up to the sort of job you wanted when you took it? Would you say it is very much like the job you wanted, somewhat like the job you wanted, or not very much like the job you wanted?	Very much like the job worker wanted (5)	63.1%	57.0%
	Somewhat like the job worker wanted (3)	23.6	34.3
	Not very much like the job worker wanted (1)	13.4	8.7
		(N=1503)	(N=2127)
If a good friend of yours told you (he/she) was interested in working in a job like yours for your employer, what would you tell (him/her)? Would you strongly recommend this job, would you have doubts about recommending it, or would you strongly advise (him/her) against this sort of job?	Worker would strongly recommend it (5)	63.2	63.8
	Worker would have doubts about recommending it (3)	24.7	27.1
	Worker would advise friend against it (1)	12.1	9.0
		(N=1499)	(N=2107)

*Numerical code values are listed in parentheses following response categories.

Schupp and Cobb.* The average time for administering each card sort was about five minutes.

The five facet-free questions appeared in the main body of the interview and were presented orally. Two of the questions were asked near the beginning of the interview and three were asked near the end of the interview (after administering the satisfaction card sort).

Scoring. In 1969 Facet-specific Job Satisfaction was the arithmetic mean** of scores on the 23 facet-specific satisfaction questions that were salient on five factorially-determined dimensions (see below). Its scores ranged from 1.0 to 4.0, a high score indicating high satisfaction. A self-employed worker was automatically assigned a "missing data" value on all questions dealing with fringe benefits, supervision, and co-workers because the questions were inappropriate for the majority of them.

Facet-free Job Satisfaction was the arithmetic mean of the five facet-free questions. These five questions and the numeric value assigned to each response category are listed in Table 3.26. Facet-free Job Satisfaction scores range from 1.0 to 5.0, a high score indicating high job satisfaction.* The table also shows 1969 and 1973 distribution for each of the questions.

---

*Hunt, P., Schupp, D., and Cobb, S. An automated self report technique. Unpublished manuscript, Mental Health and Industry Program Document. Ann Arbor, Mich.: Survey Research Center, 1966.

**Because of possible missing data on some items, a mean rather than a sum was computed. This has the effect of pro-rating valid ratings of facets over unrated facets. Any worker having missing data (i.e., no ratings) on eight or more facets was assigned a missing data score for the entire index. The comparable figure for the revised 1973 measure was eleven.

Overall Job Satisfaction was created by transforming the distributions of raw scores for Facet-specific and Facet-free Job Satisfaction into _z_ scores and taking a mean of the two resulting _z_ scores for each respondent. These scores were then multiplied by 100 to remove decimal points. The resulting scores are either positive or negative numbers which can be interpreted as deviations from the national sample's mean. Since Overall Job Satisfaction had a mean of 0 and a standard deviation of 87 in 1969, a score of -43 would be interpreted as a score about one-half standard deviation below the population mean. Just as there was no independent criterion for judging the relative superiority of Facet-specific and Facet-free Job Satisfaction there was no justification for weighting either index more than the other in forming the overall measure. Therefore, each component was weighted equally in combining them.

Dimensions of job satisfaction, 1969. In addition to using the facet-specific questions to generate an overall measure of job satisfaction, an attempt was also made to develop indices that would be of "intermediate" generality--that is, they would be more inclusive than individual job facets yet less comprehensive than the overall measure. Were there any such discrete categories of things that workers wanted out of their jobs? To answer this question the statistical technique of factor analysis was employed. Factor analysis is a treatment of data that is used to uncover fundamental dimensions or factors that underlie the pattern of responses to a series of separate questions. It is based on the notion that each of a given number of responses may be an imperfect measure of a more general underlying dimension. This statistical technique discovers the number of such dimensions that account for the total pattern of responses and also notes the contribution that each separate characteristic makes to these factors.

---

*In Facet-free Job Satisfaction any worker having missing data on three or more questions is assigned a missing data score for the entire Facet-free index.

The 1969 factor analysis which guided that survey's subsequent indexing of both importance and satisfaction questions was based on the intercorrelations among importance ratings of 25 job facets obtained from a random half-sample (N=767) of workers. This factor analysis is described in detail by Quinn and Cobb* who also present data concerning the replicability of the factor structure (a) among more homogeneous subsamples of workers, demographically or occupationally defined, (b) among the second random half-sample of workers, and (c) when satisfaction rather than importance ratings of job facets are used.

Five factors emerged in the analysis. For each, two indices were subsequently constructed. The first represented how important the worker felt that the job facets included were to him or her in a job. The second represented how satisfied the worker was with the job facets included in the factor. Only those 23 of the 25 facets that had appreciable loadings on one of the five factors were included in the Facet-specific Job Satisfaction measure.

---

*Quinn, R., and Cobb, W., Jr. "What workers want: Factor analyses of importance ratings of job facets." Ann Arbor, Mich.: Survey Research Center, 1971. (Multilith, 27 pp.)

The five factors were: Comfort; Challenge; Financial Rewards; Relations with Co-workers; and Resource Adequacy.

The Comfort factor describes a job that provides solid creature comfort. There is no indication that a worker who regarded Comfort as important wished his or her job to be exciting, interesting, or challenging--only serene and easy--in short, a "soft" job. Comfort is a factor that is not commonly reported in studies of work-related values or job satisfaction, principally because the relevant items are infrequently administered simultaneously in a single study. Few studies consider in the same breath such superficially diverse matters as freedom from role conflict and convenient hours; but, according to the factor analysis, these aspects of jobs do--at least in workers' eyes--have something in common as job desiderata.

The second factor, Challenge, reflects a worker's desire to be stimulated and challenged by his or her job and to be able to exercise acquired skills at work. This factor corresponds somewhat to what in other studies' factor analyses of job satisfaction emerges as a "type of work" factor. Comfort and Challenge viewed in opposition to each other correspond to some degree to the conceptual distinction between extrinsic and intrinsic sources of job satisfaction. Challenge is certainly akin to intrinsic satisfaction. Comfort, however, is not simply another name for extrinsic satisfaction since it excludes such matters as pay, fringe benefits, and job security--all of which are commonly regarded as extrinsic characteristics. Pay, fringe benefits, and job security comprised instead a factor of their own which was orthogonal to the Comfort factor: Financial Rewards.

The fourth factor, contained only two items, both of which concern Relations with Co-workers. This factor has appeared frequently in factor analyses of job satisfaction in other studies. The fifth and final factor, Resources, represented workers' wishes for adequate resources with which to do their jobs well--help, equipment, information, and good supervision.

Revamping the job satisfaction measures in 1973*

There were several changes in the job satisfaction measures between the 1969 and 1973 surveys. Two considerations guided these changes: the correction of emerging deficiencies of the 1969 measures; the necessity of replicating the 1969 survey's measures exactly in order to assess changes between 1969 and 1973. As a result, it is possible to reconstruct exactly all the 1969 job satisfaction measures from the 1973 data. At the same time it is also possible to construct improved measures from the latter data. Through appropriate splicing procedures it is possible as a result to use the improved 1973 measure in future surveys and at the same time be able to relate time series data back to their 1969 starting point.

---

*Since the 1969 data were originally reported, this research program's job satisfaction measures have undergone a number of changes. None of these changes affect the 1973 survey's capacity to compare the best of the 1969 measures with measures based on 1973 data. A number of publications during the interim refer, however, to job satisfaction measures that are not mentioned by name in the present report. This results from our having changed the names of our measures whenever their construction was altered in any way, no matter how trivial. For the reader who might otherwise be frustrated by the changing nomenclature of the two surveys, the following lexicon/geneology may be helpful.

Overall Job Satisfaction has always been an equally weighted combination of two components, a facet-free one and a facet-specific one. The 1973 version is identical in its principle of construction to what was earlier called Jobsat '72. The two components of Overall Job Satisfaction are Facet-specific Job Satisfaction (33 questions) and Facet-free Job Satisfaction (five questions). Jobsat '72 is an equally weighted combination of Jobsat '70 and Facet-free Job Satisfaction.

Facet-free Job Satisfaction has always been based on five questions that did not refer to any specific job facets. An obsolete precursor of Facet-free Job Satisfaction is referred to in the initial tabular report of the 1969 data. This measure, Content-free Job Satisfaction contained two additional questions that were belatedly recognized as not being as "facet free" as originally intended.

Facet-specific Job Satisfaction has always been an average of workers' satisfaction with particular job facets. In the 1973 survey it was based upon ratings of 33 job facets. In the 1969 survey it was based upon ratings of 23 job facets and was called Jobsat '70. An earlier version of the latter was Jobsat '69. It correlated .996 with Jobsat '70 and differed from the latter only in its treatment of self-employed workers on three questions concerning fringe benefits, supervision, and co-workers.

By-and-large, very little was changed. The improved 1973 overall job satisfaction measure still contained two equally weighted components. The first, Facet-free Job Satisfaction, remained unchanged between the two surveys. The only changes were in the Facet-specific measure and, as a result, the overall measure. These changes were the following :

1. While the importance and satisfaction card sorts were printed on computer cards and machine-scored in 1969, they were printed on standard five-by-eight file cards and hand-scored in 1973.

2. One "double-barreled" 1969 question, "The people I work with are friendly and helpful," was split into two statements: "The people I work with are friendly" and "The people I work with are helpful to me in getting my job done." In order to preserve continuity among the 1969, 1973, and future surveys, the 1973 survey included both the original 1969 question and its newly split components.

3. In addition to these two new facets concerning co-workers, seven other job facets were added to the importance and satisfaction card sorts, the latter comprising the Facet-specific measure. These added facets pertained to two aspects of the job that were under-represented in the 1969 survey's array of job facets: promotions and supervision.

4. Given this newly expanded set of facet-specific questions, the intercorrelations among the importance ratings of job facets were subjected to a cluster analysis in order to define once again the basic dimensions underlying them.

The 1973 cluster analysis for the most part confirmed the results of the 1969 factor analysis. However, it added one new dimension of importance ratings and considerably amplified another. The resulting six dimensions were: Comfort; Challenge; Financial Rewards; Promotions; Relations with Co-workers; Resource Adequacy. All the promotion-related questions added to the 1973 survey defined a unique dimension of job desiderata independent of financial rewards. The several supervision question, as expected, did not define a separate dimension. Instead, they appeared to be part of the job desiderata that also included workers' desires for adequate resources.

The questions comprising each of the six dimensions are shown in Table 3.27. The table also shows the percentages of workers endorsing each statement in the job satisfaction card sort. Comparable 1969 statistics are presented when available. Table 3.28 presents the same job facets, identically grouped and ordered, in terms of the importance ratings assigned to each in both 1969 and 1973.

Table 3.29 shows the means, standard deviations, and internal consistency reliabilities of the job satisfaction measures used in both the 1969 and the 1973 surveys. The demographic and occupational distributions of 1973 job satisfaction scores are presented in a later table that includes them among the 1973 survey's 21 "outcome" measures (Table 3.46).

Table 3.27

Job Satisfaction: Specific Dimensions

Through the "card sort" technique the worker was asked to indicate how true each of the following statements was of his or her job.

		Percentage *			
Factor I: Comfort	Base N	Very true	Somewhat true	Not too true	Not at all true
I have enough time to get the job done	1506	45.9%	36.5%	11.7%	5.9%
	2128	41.0	40.4	13.8	4.7
The hours are good	1501	56.7	23.9	10.0	9.4
	2111	50.7	27.8	12.2	9.3
Travel to and from work is convenient	1498	61.5	20.7	9.3	8.5
	2103	58.0	23.8	11.1	7.1
The physical surroundings are pleasant	1506	48.3	28.5	14.7	8.6
	2115	41.9	31.9	18.1	8.0
I can forget about my personal problems	1497	38.0	32.9	16.9	12.2
	2063	31.3	36.3	19.7	12.7
I am free from the conflicting demands that other people make of me	1495	35.3	33.7	19.3	11.7
	2085	22.4	34.2	27.3	16.1
I am not asked to do excessive amounts of work	1492	43.2	31.5	14.8	10.5
	2101	33.7	37.5	16.9	11.9
Factor II: Challenge					
The work is interesting	1511	63.4%	22.0%	8.9%	5.7%
	2131	60.2	22.2	12.0	5.6
I have an opportunity to develop my own special abilities	1508	45.8	24.1	16.0	14.1
	2122	42.8	27.0	18.9	11.4
I can see the results of my work	1510	65.2	24.4	7.2	3.2
	2129	63.6	25.1	8.5	2.8
I am given a chance to do the things I do best	1505	45.4	26.4	15.5	12.6
	2114	40.5	30.0	16.9	12.5
I am given a lot of freedom to decide how I do my own work	1513	53.7	25.5	12.7	8.1
	2127	49.5	30.7	12.2	7.6
The problems I am expected to solve are hard enough	1498	38.6	33.0	17.2	11.2
	2104	32.8	34.9	20.8	11.5

Table 3.27 (continued)

		Percentage*			
Factor III: Financial Rewards	Base N	Very true	Somewhat true	Not too true	Not at all true
The pay is good	1504	40.3%	32.7%	15.4%	11.6%
	2126	40.9	34.5	14.3	10.2
The job security is good	1499	55.0	24.5	10.0	10.5
	2121	52.1	27.2	12.2	8.6
My fringe benefits are good	1463***	40.3	24.5	13.3	21.9
	1861	44.1	25.7	13.4	16.8
Factor IV: Relations with Co-workers					
The people I work with are friendly and helpful****	1482	63.4%	27.2%	5.9%	3.5%
	2112	54.5	35.9	7.7	1.9
The people I work with are friendly	2094	61.3**	30.8**	6.1**	1.9**
I am given a lot of chances to make friends	1501	56.5	24.3	13.0	6.2
	2127	51.1	27.8	16.2	4.9
The people I work with take a personal interest in me	2096	33.5**	38.5**	19.7**	8.3**
Factor V: Resource Adequacy					
I have enough information to get the job done	1508	64.0%	28.2%	6.1%	1.7%
	2134	62.4	31.4	4.8	1.4
I receive enough help and equipment to get the job done	1506	59.5	27.6	8.8	4.1
	2111	57.0	31.2	8.1	3.6
I have enough authority to do my job	1506	66.7	24.4	6.6	2.3
	2120	64.1	26.2	7.3	2.5
My supervisor is competent in doing (his/her) job	1389***	59.0	25.0	8.2	7.8
	1860***	58.7	26.9	9.7	4.6
My responsibilities are clearly defined	1501	61.8	26.4	8.0	3.9
	2127	58.8	29.8	8.1	3.2
The people I work with are competent in doing their jobs	2086	46.0**	40.6**	9.7**	3.7**

Table 3.27 (continued)

Factor V: Resource Adequacy	Base N	Percentage* Very true	Somewhat true	Not too true	Not at all true
My supervisor is very concerned about the welfare of those under (him/her)	1297*** 1852***	44.8 40.2	28.8 33.5	15.7 17.4	10.6 8.9
My supervisor is successful in getting people to work together	1811***	41.0**	37.0**	15.2**	6.7**
My supervisor is helpful to me in getting my job done	1859***	50.7**	29.0**	13.7**	6.6**
The people I work with are helpful to me in getting my job done	2087	45.2**	38.2**	12.2**	4.4**
My supervisor is friendly	1862***	59.2**	27.4**	9.7**	3.7**

Factor VI: Promotion	Base N	Very true	Somewhat true	Not too true	Not at all true
Promotions are handled fairly	1774***	32.5%**	30.3%**	17.9%**	19.3%**
The chances for promotion are good	1297*** 1837***	24.3 19.9	24.1 28.6	21.7 23.3	30.0 28.2
My employer is concerned about giving everyone a chance to get ahead	1825***	29.8**	29.3**	24.2**	16.8**

*The first number or percentage in each column refers to the 1969-70 study, the one below it to the 1972-73 study.

**1973 data only

***Excludes self-employed workers

****This double-barreled question was split into two separate questions in the 1973 survey--"friendly" and "helpful." The latter two questions, not this double-barreled one, were used in the Facet-specific index. The double-barreled one was asked in 1973 only for purposes of splicing the 1969 and 1973 surveys.

Table 3.28

Importance of Various Aspects of Working Conditions

Through the "card sort" technique the worker was asked to indicate how important each of the following things was to him or her in a job.

		Percentage*			
Factor I: Comfort	Base N	Very important	Somewhat important	Not too important	Not at all important
I have enough time to get the job done	1501	54.4%	29.4%	10.9%	5.3%
	2113	52.9	33.0	10.0	4.1
The hours are good	1496	50.8	25.0	13.5	10.7
	2124	46.3	28.2	15.4	10.1
Travel to and from work is convenient	1505	46.2	29.3	14.8	9.8
	2115	44.3	33.2	14.8	7.6
The physical surroundings are pleasant	1504	40.2	35.0	16.8	8.0
	2123	40.2	37.9	16.1	5.8
I can forget about my personal problems	1488	30.8	23.5	21.2	24.5
	2085	26.8	26.3	23.2	23.6
I am free from the conflicting demands that other people make of me	1491	33.1	27.0	22.2	17.6
	2100	25.6	32.2	26.2	15.9
I am not asked to do excessive amounts of work	1495	23.0	26.7	25.6	24.7
	2106	18.3	28.7	27.7	25.2
Factor II: Challenge					
The work is interesting	1509	73.0%	17.2%	5.8%	4.0%
	2134	75.7	18.7	3.1	2.4
I have an opportunity to develop my own special abilities	1496	63.3	20.5	9.9	6.4
	2123	68.7	20.6	6.8	3.9
I can see the results of my work	1506	61.7	25.2	8.3	4.8
	2129	63.6	26.4	7.2	2.8
I am given a chance to do the things I do best	1503	54.3	28.5	11.4	5.8
	2113	58.7	28.8	8.7	3.8
I am given a lot of freedom to decide how I do my own work	1506	52.9	29.4	12.3	5.4
	2118	53.0	33.5	9.4	4.1
The problems I am expected to solve are hard enough	1487	30.4	34.4	19.9	15.3
	2087	24.6	38.9	23.8	12.7

Table 3.28 (continued)

		Percentage*			
Factor III: Financial Rewards	Base N	Very important	Somewhat important	Not too important	Not at important
The pay is good	1504	64.2%	26.1%	6.6%	3.2%
	2123	64.1	28.9	4.9	2.1
The job security is good	1499	62.5	22.8	7.9	6.7
	2108	61.8	24.7	9.4	4.1
My fringe benefits are good	1473	50.6	26.7	13.3	9.3
	2097	53.3	30.1	11.1	5.5
Factor IV: Relations with Co-workers					
The people I work with are friendly and helpful ***	1502	63.4%	26.2%	6.4%	3.9%
	2126	69.5	24.3	4.6	1.6
The people I work with are friendly	2120	53.8**	31.5**	10.9**	3.8**
I am given a lot of chances to make friends	1510	44.0	30.2	15.4	10.5
	2114	40.4	32.0	16.8	10.9
The people I work with take a personal interest in me	2104	31.2**	34.5**	21.9**	12.5**
Factor V: Resource Adequacy					
I have enough information to get the job done	1502	68.1%	23.0%	5.8%	3.1%
	2125	71.7	22.5	3.9	1.9
I receive enough help and equipment to get the job done	1502	68.4	22.0	6.5	3.2
	2127	69.4	23.7	4.7	2.2
I have enough authority to do my job	1504	65.6	23.0	7.3	4.1
	2117	67.9	24.6	5.5	2.0
My supervisor is competent in doing (his/her) job	1453	61.1	23.3	8.7	7.0
	2072	63.9	23.1	7.5	5.6
My responsibilities are clearly defined	1499	61.2	23.2	9.4	6.1
	2119	63.4	23.9	9.4	3.3
The people I work with are competent in doing their jobs	2100	58.9**	29.7**	8.1**	3.3**

Table 3.28 (continued)

		Percentage*			
Factor V: Resource Adequacy	Base N	Very important	Somewhat important	Not too important	Not at all important
My supervisor is very concerned about the welfare of those under (him/her)	1444 2060	50.2 55.1	27.6 29.5	13.2 10.0	9.0 5.5
My supervisor is successful in getting people to work together	2058	53.6**	30.0**	10.3**	6.0**
My supervisor is helpful to me in getting my job done	2062	52.0**	32.0**	11.5**	4.6**
The people I work with are helpful to me in getting my job done	2100	49.2**	34.4**	12.1**	4.2**
My supervisor is friendly	2071	47.9**	30.8**	14.2**	7.0**
Factor VI: Promotion					
Promotions are handled fairly	2059	60.5**	25.4**	7.6**	6.5**
The chances for promotion are good	1469 2087	54.7 56.6	25.2 25.0	10.1 9.9	9.9 8.5
My employer is concerned about giving everyone a chance to get ahead	2053	53.8**	28.6**	11.8**	5.8**

*The first number or percentage in each column refers to the 1969-70 study, the one below it, to the 1972-73 study. Statements under each factor are rank-ordered according to the percentage responding to "Very Important" in 1973.

**1973 data only

***This double-barreled question was split into two separate questions in the 1973 survey--"friendly" and "helpful." The latter two questions, not this double-barreled one, were used in the Facet-specific index. The double-barreled one was asked in 1973 only for purposes of splicing the 1969 and 1973 surveys.

Table 3.29

Summary Statistics of Job Satisfaction Measures

	Internal consistency reliability	Mean		Standard deviation	
		1969	1973	1969	1973
Overall					
Original 1969 version	.86	0	-2	87	84
1973 version **	.88	--	0	--	88
Facet-free	.72*	3.75	3.79	1.05	1.00
Facet-specific					
Original 1969 version	.88	3.24	3.20	.48	.47
1973 version **	.92	--	3.16	--	.48
Comfort	.69*	3.14	3.03	.59	.57
Challenge					
Original 1969 version	.82	3.26	3.21	.65	.66
1973 version **	.83	--	3.17	--	.70
Financial Rewards	.70*	3.06	3.10	.83	.82
Relations with Co-workers					
Original 1969 version	.57	3.41	3.34	.68	.67
1973 version **	.66	--	3.25	--	.66
Resource Adequacy					
Original 1969 version	.74	3.45	3.44	.59	.55
1973 version **	.87	--	3.32	--	.55
Promotions **	.76	--	2.63	--	.91

*Since this measure remained unchanged between 1969 and 1973, only the 1973 reliability is shown.

**Since this measure did not exist in 1969, only 1973 statistics are shown.

17. Job Motivation

This three-question measure, developed by Patchen,* was designed to measure a worker's motivational investment in his or her work. According to its author, it assesses "the level of aroused motivation on the job, from the standpoint of devotion of energy to job tasks."

Its questions are a curious mixture of effort and involvement, each of which has its unique precursors and consequences. As a result of this diversity of its questions, the measure's internal consistency reliability is quite low, .46. Adding a fourth question--"Would you say you work harder, less hard, or about the same as other people doing your type of work?"--used in an alternative form of Patchen's measure--did not improve the measure's reliability (the recomputed reliability was .46). As a result, the fourth question was not included in the measure.

Table 3.30

Job Motivation: 1

How often do you do some extra work for your job which isn't required of you? Would you say you do this often, sometimes, rarely or never?

Extra work	Percentage (N=2149)
Often	42.0%
Sometimes	38.0
Rarely	12.4
Never	7.7

---

*Patchen, M., Some questionnaire measures of employee motivation and morale. Ann Arbor, Mich.: Survey Research Center, 1965.

Table 3.31

Job Motivation: 2

On most days on your job, how often does time seem to drag for you--often, sometimes, rarely, or never?

Time drag	Percentage (N=2153)
Never	24.7%
Rarely	35.0
Sometimes	31.8
Often	8.5

Table 3.32

Job Motivation: 3

Some people are completely involved in their job--they are absorbed in it night and day. For other people, their job is simply one of several interests. How involved do you feel in your job--very little, slightly, moderately, or strongly involved?

Involvement	Percentage (N=2145)
Strongly	34.6%
Moderately	41.3
Slightly	13.4
Very little	10.7

Table 3.33

Job Motivation: 4

Would you say you work harder, less hard, or about the same as other people doing your type of work?

Effort	Percentage (N=2138)
Harder	32.1%
About the same	62.2
Less hard	5.7

18. Lateness to Work

This measure was based on the number of days a worker reported having been late to work during the two weeks prior to his or her interview. Excluded from this measure were those people who did not generally work the same hours each day. Statistics on this and related questions concerning self-reports of lateness appear in Tables 3.34-3.36.

Table 3.34

Lateness: Frequency

During the last two weeks you worked, how many days did you arrive at work late?

Times late	Percentage (N=2099)*
Never	86.4%
Once only	6.5
Twice only	3.4
Three or more times	3.7

*Excludes workers who determined their own starting times

Table 3.35

Lateness: Extent

The last time you were late, how late were you?

Minutes late	Percentage (N=287)*
Less than five minutes	16.7%
5-10 minutes	38.9
11-30 minutes	32.0
More than 30 minutes	11.8

*Excludes workers who determined their own starting times and workers who had never been late during the two weeks prior to their interviews

Table 3.36

Lateness Relative to That of Others

Would you say that you are late to work more often than other people you work with, less often, or about the same?

Lateness	Percentage (N=2012)*
Late more often than others	3.3%
Late equally often	20.9
Late less often than others	36.0
Never late	39.7

*Excludes workers who determined their own starting times or who had no co-workers

19. Absenteeism

This measure indicated whether the worker had been absent from work for any reason during the two week period prior to his or her interview. Descriptive statistics on absenteeism are shown in Tables 3.37-3.40.

Table 3.37

Absenteeism for Any Reason

How many days of scheduled work have you missed in the past two weeks (two weeks prior to the interview)?

Number of days absent	Percentage (N=2156)
None	81.3%
One day only	9.1
Two days only	4.4
Three or more days	5.0

Table 3.38

Absenteeism Due to Disinclination to Go to Work

How many of these days (in the last two weeks) did you miss just because you didn't feel like going to work that day?

Days absent from work	Percentage (N=405)*
None	84.4%
One day only	8.6
Two days only	3.7
Three or more days	3.1

*Includes only workers who had been absent at least one day in the two weeks prior to their interviews

Table 3.39

Absenteeism Due to Sickness

How many of these days (in the last two weeks) did you miss because you were sick?

Days absent from work	Percentage (N=405)*
None	40.2%
One day only	30.4
Two days only	11.9
Three or more days	17.4

*Includes only workers who had been absent at least one day in the two weeks prior to their interviews

Table 3.40

Absenteeism Relative to That of Others

Would you say that you are absent from work more often than the people you work with, less often, or about the same?

Absenteeism	Percentage (N=2070)*
Absent more often than others	2.3%
Absent equally often	26.1
Absent less often than others	53.0
Never absent	18.6

*Includes only workers who had co-workers

20. Intention to Turn Over

This was measured by a single question.

Table 3.41

Intention to Turn Over

Taking everything into account, how likely is it that you will make a genuine effort to find a new job with another employer within the next year--very likely, somewhat likely, or not at all likely?

Likelihood	Percentage* 1969 (N=1312)	1973 (N=1900)
Very likely	15.9%	15.7%
Somewhat likely	14.6	12.9
Not at all likely	69.5	71.4

*Includes wage-and-salaried workers only

21. Suggestions to Employer

This measure is based on the recency with which a worker had made a suggestion to his or her employer concerning how work methods or procedures could be improved. Six levels were distinguished.

- Worker last made such a suggestion within 1-7 days prior to his or her interview.
- Worker last made such a suggestion 8-14 days prior to his or her interview.
- Worker last made such a suggestion 15-31 days prior to his or her interview.
- Worker last made such a suggestion 32-93 days prior to his or her interview.
- Worker made such a suggestion within the year prior to his or her interview, but it was made more than 93 days prior to the interview.
- Worker made no such suggestion within the year prior to his or her interview.

This measure was obtained for wage-and-salaried workers only.

Table 3.42

Frequency of Suggestions to Supervisor

In the last year have you made any suggestions to your supervisor on how work methods or procedures could be improved on your job? How long ago was the last time this happened?

Time of last suggestion	Percentage (N=1885)*
1-7 days prior to interview	28.2%
8-14 days prior to interview	6.1
15-31 days prior to interview	12.2
32-93 days prior to interview	10.2
More than 93 days prior to interview	9.6
Never	33.6

*Includes only wage-and-salaried workers

Table 3.43

Follow-up on Worker's Suggestion to Supervisor

Was your suggestion followed?

Follow-up	Percentage (N=1258)*
Suggestion was followed	58.3%
Suggestion was not followed	25.0
Worker doesn't know if it was followed; too soon to tell	16.8

*Includes only wage-and-salaried workers who had made a suggestion any time in the year prior to their interviews

Summary Statistics on Outcome Measures

Table 3.44 shows several statistics for each of the 21 outcome measures described above.

1. The measure's name.

2. What a numerically high score on the measure indicates. This information is necessary to interpret both the 21 measures' intercorrelations (Table 3.45) and their demographic and occupational distributions (Table 3.46). Each outcome measure has been recoded for presentation in this table so that a numerically high value reflects an outcome that is desired by employees, their employers, or society at large.

3. The measure's internal consistency reliability, where such an estimate is appropriate. Where it is not, a dash has been entered in the table.

4. The measure's mean and standard deviation for the entire 1973 sample. In the rare instance where the measure was not obtained for the entire sample (e.g., because the measure did not apply to the self-employed or to those who have fixed starting times) , only statistics for the more relevant subsamples are presented.

The product-moment correlations among these measures are shown in Table 3.45. These correlations are based on unweighted data, and their tests of statistical significance unjustifiably assume simple random sampling. As a result, the significance level used for reporting each correlation as being different from zero was very conservative and was set at the .005 level.

Table 3.44

Summary Statistics on Outcome Measures

Measure	What a numerically high score indicates	N	Internal consistency reliability	Mean	Standard deviation
Overall Physical Health	Good health	2135	--	3.70	1.40
Escapist Drinking	No escapist drinking	1377*	.87	3.63	.47
Amount of Drinking	Infrequent drinking	2100	--	2.97	1.51
Smoking	No smoking	2139	--	3.04	2.00
Self-esteem	High self-esteem	2145	.70	6.01	.96
Depressed Mood	No depressed mood	2147	.77	3.32	.44
Life Satisfaction	High satisfaction	2155	.88	1	88
Job Satisfaction					
Overall	High satisfaction	2154	.88	0	88
Facet-free	High satisfaction	2154	.72	3.79	1.00
Facet-specific	High satisfaction	2097	.92	3.16	.48
Comfort	High satisfaction	2130	.69	3.03	.57
Challenge	High satisfaction	2129	.83	3.17	.70
Financial Rewards	High satisfaction	2125	.70	3.10	.82
Relations with Co-workers	High satisfaction	2105	.66	3.25	.66
Resource Adequacy	High satisfaction	1865**	.87	3.32	.55
Promotions	High satisfaction	1819**	.76	2.63	.91
Job Motivation	High motivation	2154	.46	2.97	.66

Table 3.44 (continued)

Measure	What a numerically high score indicates	N	Internal consistency reliability	Mean	Standard deviation
Lateness to Work	Infrequent lateness	2099***	--	14.7	1.19
Absenteeism	Infrequent absenteeism	2156	--	1.83	.39
Intention to Turn Over	No intention to turn over	2150	--	4.19	1.46
Suggestions to Employer	Frequent suggestions	1886**	--	3.32	2.06

*Includes only those who have a drink of liquor, beer, or wine once a month or more

**Includes only wage-and-salaried workers

***Excludes those who determined their own starting times

Table 3.45

Product-moment Correlations among Outcome Measures (N ~ 1500, unweighted)*

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1. Overall Physical Health																				
2. Escapist Drinking	--																			
3. Amount of Drinking	--	30																		
4. Smoking	--	13	29																	
5. Self-esteem	--	12	--	--																
6. Depressed Mood	24	27	--	--	44															
7. Life Satisfaction	14	18	09	--	48	49														
8. Overall Jobsat	11	17	--	--	50	43	47													
9. Facet-free Jobsat	--	15	--	--	47	40	42	87												
10. Facet-specific Jobsat	11	16	--	--	44	35	40	87	51											
11. Comfort Jobsat	--	13	10	--	28	24	28	60	30	75										
12. Challenge Jobsat	--	--	--	--	42	30	34	70	49	74	40									
13. Financial Rewards Jobsat	--	15	--	--	22	21	27	51	33	56	35	34								
14. Relations with Co-workers Jobsat	--	09	09	--	29	22	27	56	30	68	43	44	25							
15. Resource Adequacy Jobsat	11	15	--	--	36	30	31	72	39	86	61	49	29	59						
16. Promotions Jobsat	13	09	--	--	25	24	26	62	37	69	37	46	46	41	50					
17. Job Motivation	--	09	--	--	32	30	25	37	35	29	--	49	16	20	15	23				
18. Lateness to Work	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--			
19. Absenteeism	09	--	--	--	11	12	11	16	15	12	--	11	--	--	11	--	12	--		
20. Intention to Turn Over	--	10	09	--	25	20	23	44	44	34	21	32	32	15	24	22	24	--	12	
21. Suggestions to Employer	--	09	--	--	--	--	--	--	--	--	--	16	--	--	--	10	22	-14	--	--

*Decimal points have been omitted. A dash indicates that the correlation was not significant at the .005 probability level.

Demographic and Occupational Distributions of Outcome Measures

The distribution of mean scores on each of the outcome measures among eight demographically and occupationally defined subsamples is shown in Table 3.46.

The standard deviation of each measure as well as information qualifying particular measures appear in Table 3.44. Sampling errors were discussed in Section 2.

Approximate subsample N's may be estimated from Table 4.3, page 112. Subsample N's less than 100 are indicated by asterisks.

The scoring of each measure was the same as reported in Tables 3.44 and 3.45. In all three tables the scoring of several measures (e.g., depressed mood, absenteeism) departed from that described in the text in that their scoring was reversed so that a high numeric value always indicates a "desirable" outcome (e.g., absence of depressed mood, infrequent absenteeism). This re-scoring did not affect any measure's standard deviation.

Table 3.46

Mean Scores on Outcome Measures among Subsamples of Workers Defined by Eight Demographic or Occupational Characteristics

Sex	Overall Physical Health	Escapist Drinking	Amount of Drinking	Smoking	Self-esteem
Men	3.87	3.60	2.67	2.82	5.98
Women, primary or sole wage earners	3.46	3.69	3.57	3.37	6.21
Women, secondary wage earners	3.41	3.71	3.40	3.41	5.98

Sex	Depressed Mood	Life Satisfaction	Overall Job Satisfaction	Facet-free Job Satisfaction	Facet-Specific Job Satisfaction
Men	3.34	-1	2	3.81	3.17
Women, primary or sole wage earners	3.34	1	5	3.84	3.17
Women, secondary wage earners	3.25	-2	-9	3.71	3.10

Sex	Satisfaction with Comfort	Satisfaction with Challenge	Satisfaction with Financial Rewards	Satisfaction with Relations with Co-workers	Satisfaction with Resource Adequacy
Men	2.99	3.24	3.17	3.25	3.30
Women, primary or sole wage earners	3.18	3.14	2.98	3.23	3.39
Women, secondary wage earners	3.06	2.97	3.00	3.26	3.33

Table 3.46 (continued)

Sex	Satisfaction with Promotions	Job Motivation	Lateness to Work	Absenteeism from Work	Intention to Turn Over	Suggestions to Employer
Men	2.74	3.01	14.7	1.83	4.16	3.47
Women, primary or sole wage earners	2.45	2.98	14.8	1.83	4.27	2.88
Women, secondary wage earners	2.45	2.86	14.7	1.75	4.21	3.20

Table 3.46 (continued)

Age	Overall Physical Health	Escapist Drinking	Amount of Drinking	Smoking	Self-esteem
Under 21	4.31	3.68	2.97	3.38	5.64
21-29	3.89	3.64	2.75	3.09	5.79
30-44	3.82	3.60	2.84	2.76	6.09
45-54	3.34	3.60	3.17	3.01	6.20
55-64	3.17	3.64	3.36	3.27	6.23
65 or older*	3.31	3.80	3.80	4.32	6.32

Age	Depressed Mood	Life Satisfaction	Overall Job Satisfaction	Facet-free Job Satisfaction	Facet-specific Job Satisfaction
Under 21	3.24	-15	-37	3.48	2.95
21-29	3.30	- 4	-24	3.49	3.07
30-44	3.36	2	14	3.95	3.21
45-54	3.30	- 1	10	3.92	3.20
55-64	3.31	8	16	3.95	3.24
65 or older*	3.42	22	67	4.57	3.44

Age	Satisfaction with Comfort	Satisfaction with Challenge	Satisfaction with Financial Rewards	Satisfaction with Relations with Co-workers	Satisfaction with Resource Adequacy
Under 21	2.89	2.74	2.82	3.14	3.24
21-29	2.95	3.00	3.01	3.20	3.27
30-44	3.03	3.29	3.17	3.30	3.35
45-54	3.09	3.26	3.16	3.22	3.32
55-64	3.15	3.28	3.20	3.31	3.39
65 or older*	3.47	3.49	3.21	3.57	3.51

*N < 100

Table 3.46 (continued)

Age	Satisfaction with Promotions	Job Motivation	Lateness to Work	Absenteeism from Work	Intention to Turn Over	Suggestions to Employer
Under 21	2.48	2.62	14.44	1.76	3.40	2.94
21-29	2.62	2.85	14.53	1.76	3.72	3.53
30-44	2.75	3.03	14.68	1.84	4.37	3.50
45-54	2.56	3.06	14.87	1.81	4.42	3.06
55-64	2.54	3.13	14.82	1.89	4.84	3.26
65 or older*	2.97	3.30	14.82	1.90	4.95	1.85

*N < 100

Table 3.46 (continued)

Race	Overall Physical Health	Escapist Drinking	Amount of Drinking	Smoking	Self-esteem
White	3.72	3.64	2.99	3.11	6.03
Black	3.51	3.61	2.92	2.54	5.95

Race	Depressed Mood	Life Satisfaction	Overall Job Satisfaction	Facet-free Job Satisfaction	Facet-specific Job Satisfaction
White	3.33	2	5	3.84	3.18
Black	3.17	-17	-34	3.47	2.98

Race	Satisfaction with Comfort	Satisfaction with Challenge	Satisfaction with Financial Rewards	Satisfaction with Relations with Co-workers	Satisfaction with Resource Adequacy
White	3.04	3.20	3.15	3.27	3.34
Black	2.98	2.89	2.73	3.16	3.21

Race	Satisfaction with Promotions	Job Motivation	Lateness to Work	Absenteeism from Work	Intention to Turn Over	Suggestions to Employer
White	2.68	3.01	14.7	1.82	4.23	3.44
Black	2.21	2.65	14.7	1.81	3.91	2.45

Table 3.46 (continued)

Education	Overall Physical Health	Escapist Drinking	Amount of Drinking	Smoking	Self-esteem
Eight years or less	3.18	3.53	3.25	2.79	6.16
Some high school	3.70	3.56	3.18	2.80	6.03
High school diploma or equivalent	3.82	3.65	2.87	2.91	5.96
Some college	3.69	3.65	2.86	3.23	5.95
College degree or more	3.76	3.65	2.99	3.55	6.13

Education	Depressed Mood	Life Satisfaction	Overall Job Satisfaction	Facet-free Job Satisfaction	Facet-specific Job Satisfaction
Eight years or less	3.24	- 5	- 2	3.80	3.14
Some high school	3.21	-11	- 7	3.68	3.15
High school diploma or equivalent	3.31	- 3	- 5	3.73	3.14
Some college	3.37	- 2	- 5	3.77	3.11
College degree or more	3.44	22	28	4.10	3.28

Education	Satisfaction with Comfort	Satisfaction with Challenge	Satisfaction with Financial Rewards	Satisfaction with Relations with Co-workers	Satisfaction with Resource Adequacy
Eight years or less	3.04	3.17	2.93	3.32	3.32
Some high school	3.07	3.11	2.85	3.34	3.39
High school diploma or equivalent	3.03	3.08	3.16	3.21	3.30
Some college	2.99	3.11	3.10	3.18	3.28
College degree or more	3.05	3.49	3.30	3.33	3.36

Table 3.46 (continued)

Education	Satisfaction with Promotions	Job Motivation	Lateness to Work	Absenteeism from Work	Intention to Turn Over	Suggestions to Employer
Eight years or less	2.39	2.81	14.9	1.80	4.48	2.68
Some high school	2.47	2.82	14.7	1.77	4.06	2.59
High school diploma or equivalent	2.67	2.89	14.7	1.81	4.22	3.27
Some college	2.64	3.05	14.7	1.82	4.03	3.60
College degree or more	2.82	3.31	14.5	1.87	4.26	4.25

Table 3.46 (continued)

Employment Status	Overall Physical Health	Escapist Drinking	Amount of Drinking	Smoking	Self-esteem
Self-employed	3.85	3.65	3.29	3.34	6.29
Wage-and-salaried	3.68	3.63	2.93	3.01	5.98

Employment Status	Depressed Mood	Life Satisfaction	Facet-free Job Satisfaction
Self-employed	3.39	24	4.21
Wage-and-salaried	3.31	- 4	3.74

Employment Status	Satisfaction with Comfort	Satisfaction with Challenge	Satisfaction with Relations with Co-workers
Self-employed	3.06	3.71	3.49
Wage-and-salaried	3.03	3.09	3.22

Employment Status	Job Motivation	Lateness to Work	Absenteeism from Work	Intention to Turn Over
Self-employed	3.34	14.7	1.90	4.75
Wage-and-salaried	2.92	14.7	1.80	4.12

Note: The following job satisfaction measures are not exactly comparable for both self-employed and wage-and-salaried workers and are omitted above: Overall; Facet-specific; Financial Rewards; Resource Adequacy. Also omitted is the Suggestions to Employer measure.

Table 3.46 (continued)

Occupation	Overall Physical Health	Escapist Drinking	Amount of Drinking	Smoking	Self-esteem
Professional and technical	3.81	3.67	3.00	3.56	6.19
Managers and administrators, except farm	3.75	3.61	2.82	2.92	6.18
Sales	3.65	3.63	2.54	3.02	5.99
Clerical	3.51	3.63	3.16	3.27	5.85
Craftworkers	3.84	3.64	2.56	2.66	6.11
Operatives, except transport	3.59	3.65	3.20	2.79	5.70
Transport equipment operatives*	3.86	3.67	2.92	2.91	6.08
Non-farm laborers*	3.90	3.33	2.91	2.92	5.83
Farmers and farm managers*	3.44	3.65	3.49	3.00	6.26
Farm laborers and farm foremen*	4.17	3.41	3.15	3.00	6.32
Service workers, except private household	3.66	3.63	3.15	3.04	6.04
Private household workers*	3.00	3.57	3.87	3.93	6.59

Occupation	Depressed Mood	Life Satisfaction	Overall Job Satisfaction	Facet-free Job Satisfaction	Facet-Specific Job Satisfaction
Professional and technical	3.46	23	27	4.11	3.26
Managers and administrators, except farm	3.39	12	24	4.00	3.29
Sales	3.32	-17	10	3.82	3.25
Clerical	3.26	-13	-12	3.67	3.10
Craftworkers	3.31	6	9	3.89	3.19
Operatives, except transport	3.14	-24	-42	3.39	2.94
Transport equipment operatives*	3.35	- 6	- 2	3.81	3.12
Non-farm laborers*	3.24	- 8	-36	3.28	3.05
Farmers and farm managers*	3.27	8	**	4.23	**
Farm laborers and farm foremen*	3.42	11	5	4.08	3.04
Service workers, except private household	3.34	- 4	- 8	3.72	3.11
Private household workers*	3.39	24	16	3.83	3.25

*N < 100

Table 3.46 (continued)

Occupation	Satisfaction with Comfort	Satisfaction with Challenge	Satisfaction with Financial Rewards	Satisfaction with Relations with Co-workers	Satisfaction with Resource Adequacy
Professional and technical	3.08	3.49	3.27	3.28	3.35
Managers and administrators, except farm	2.99	3.52	3.28	3.32	3.31
Sales	3.09	3.37	3.01	3.46	3.38
Clerical	3.11	2.89	3.18	3.18	3.29
Craftworkers	3.07	3.28	3.11	3.19	3.35
Operatives, except transport	2.89	2.70	2.93	3.15	3.19
Transport equipment operatives*	3.01	3.01	3.14	3.32	3.34
Non-farm laborers*	3.01	2.85	2.92	3.18	3.33
Farmers and farm managers*	2.91	3.72	**	3.33	**
Farm laborers and farm foremen*	2.92	3.23	2.66	3.06	3.38
Service workers, except private household	3.06	3.01	2.81	3.29	3.44
Private household workers*	3.44	3.16	2.83	3.33	3.30

Occupation	Satisfaction with Promotions	Job Motivation	Lateness to Work	Absenteeism from Work	Intention to Turn Over	Suggestions to Employer
Professional and technical	2.78	3.31	14.5	1.84	4.29	4.07
Managers and administrators, except farm	2.92	3.38	14.6	1.89	4.40	4.30
Sales	2.71	3.11	14.6	1.85	4.45	3.00
Clerical	2.65	2.79	14.6	1.83	4.24	3.21
Craftworkers	2.75	2.88	14.7	1.77	4.09	3.41
Operatives, except transport	2.37	2.52	14.8	1.71	3.98	2.77
Transport equipment operatives*	2.63	2.84	14.9	1.82	4.04	2.91
Non-farm laborers*	2.42	2.54	14.8	1.70	3.86	2.17
Farmers and farm managers*	**	3.23	14.8	1.96	4.91	**
Farm laborers and farm foremen*	2.23	3.09	15.0	1.93	3.86	5.00
Service workers, except private household	2.36	2.95	14.8	1.80	3.93	2.85
Private household workers*	2.34	2.74	15.0	1.93	4.73	1.60

*N < 100

**Occupation contains many self-employed, and this measure is not comparable between self-employed and wage- and salaried.

Table 3.46 (continued)

Collar Color	Overall Physical Health	Escapist Drinking	Amount of Drinking	Smoking	Self-esteem
White	3.67	3.64	2.95	3.21	6.06
Blue	3.73	3.62	2.98	2.87	5.95

Collar Color	Depressed Mood	Life Satisfaction	Overall Job Satisfaction	Facet-free Job Satisfaction	Facet-specific Job Satisfaction
White	3.36	4	11	3.90	3.21
Blue	3.27	-7	-15	3.65	3.08

Collar Color	Satisfaction with Comfort	Satisfaction with Challenge	Satisfaction with Financial Rewards	Satisfaction with Relations with Co-workers	Satisfaction with Resource Adequacy
White	3.06	3.29	3.22	3.28	3.32
Blue	3.01	2.98	2.96	3.22	3.32

Collar Color	Satisfaction with Promotions	Job Motivation	Lateness to Work	Absenteeism from Work	Intention to Turn Over	Suggestions to Employer
White	2.75	3.14	14.6	1.85	4.32	3.70
Blue	2.50	2.76	14.8	1.76	4.00	2.91

Table 3.46 (continued)

Industry	Overall Physical Health	Escapist Drinking	Amount of Drinking	Smoking	Self-esteem
Agriculture, fisheries, and forestry*	3.64	3.64	3.24	2.97	6.32
Mining*	3.50	3.47	2.40	3.00	6.11
Contract construction	3.75	3.60	2.78	3.02	6.04
Manufacturing	3.67	3.61	2.98	2.90	5.80
Transportation, communication, and utilities	3.92	3.54	2.58	2.91	6.10
Wholesale and retail trade	3.70	3.59	2.82	3.03	6.04
Finance, insurance, and real estate	3.61	3.69	2.91	3.11	6.08
Services	3.72	3.67	3.26	3.32	6.15
Government	3.63	3.72	2.85	2.73	6.03

Industry	Depressed Mood	Life Satisfaction	Overall Job Satisfaction	Facet-free Job Satisfaction	Facet-specific Job Satisfaction
Agriculture, fisheries, and forestry*	3.28	15	33	4.14	3.34
Mining*	3.22	-27	-21	3.66	3.02
Contract construction	3.34	7	16	4.00	3.22
Manufacturing	3.22	-20	-28	3.50	3.03
Transportation, communication, and utilities	3.37	5	5	3.85	3.17
Wholesale and retail trade	3.35	- 4	- 4	3.72	3.15
Finance, insurance, and real estate	3.36	2	19	3.88	3.30
Services	3.37	12	14	3.96	3.21
Government	3.29	5	8	3.85	3.20

*N < 100

Table 3.46 (continued)

Industry	Satisfaction with Comfort	Satisfaction with Challenge	Satisfaction with Financial Rewards	Satisfaction with Relations with Co-workers	Satisfaction with Resource Adequacy
Agriculture, fisheries, and forestry*	2.98	3.65	3.01	3.36	3.63
Mining*	2.82	2.91	3.07	2.94	3.46
Contract construction	3.09	3.32	2.98	3.20	3.38
Manufacturing	2.95	2.88	3.09	3.11	3.24
Transportation, communication and utilities	3.02	3.15	3.42	3.21	3.30
Wholesale and retail trade	3.00	3.19	2.92	3.33	3.32
Finance, insurance, and real estate	3.13	3.35	3.32	3.41	3.38
Services	3.11	3.29	3.03	3.31	3.36
Government	3.08	3.08	3.47	3.30	3.34

Industry	Satisfaction with Promotions	Job Motivation	Lateness to Work	Absenteeism from Work	Intention to Turn Over	Suggestions to Employer
Agriculture, fisheries, and forestry*	2.23	3.19	14.9	1.89	4.63	4.26
Mining*	2.04	3.23	15.0	2.00	4.20	2.80
Contract construction	2.80	2.93	14.7	1.74	3.90	3.21
Manufacturing	2.55	2.65	14.7	1.74	4.07	3.11
Transportation, communication and utilities	2.90	2.93	14.9	1.87	4.55	3.18
Wholesale and retail trade	2.48	3.03	14.7	1.86	4.07	3.34
Finance, insurance, and real estate	3.08	3.19	14.7	1.88	4.33	3.71
Services	2.56	3.15	14.6	1.82	4.19	3.44
Government	2.76	3.01	14.7	1.85	4.48	3.07

*N < 100

4. COMPARISONS AMONG LABOR STANDARDS PROBLEM AREAS

A principal aim of the study was to provide the Employment Standards Administration with information that would be useful in its evaluation of existing and planned priorities among its current areas of program concern. For this purpose 19 working conditions problems were singled out for investigation. These 19 areas, listed below, represent problems within the more general areas of income and income loss, health and safety, hours and work schedule, discrimination, unions, employment agencies, and transportation to work. In the pages to follow these areas will be referred to as "labor standards problem areas."

Although the content of the list was historically rather than theoretically determined, there are a number of almost true statements that can be made of it:

1. It reflects what, when the research endeavor began in 1969, were the "traditional" interests of the Employment Standards Administration. There are three exceptions to this. First, invasion of privacy had at that time received little programmatic attention by the Department of Labor. Secondly, only selected aspects of transportation problems (especially as they affected income and the securing of jobs) were regarded as very relevant to Department of Labor interests, many such problems being regarded as more legitimately in the province of the Department of Transportation. Finally, most Department of Labor efforts to deal with workers' problems with their physical working conditions had been directed toward

eliminating those conditions which were actually or potentially dangerous, with less emphasis on those which were simply "uncomfortable" or "unpleasant."

2. It reflects the types of problems workers face on their jobs. There are two exceptions to this which somewhat complicated the design of a "job focused" interview. First, the worker's experiences with employment agencies, although an area of Employment Standards concern, has nothing to do with the quality of employment the worker faces on his or her job. It is more relevant to job seeking activities than to what a person experiences at work. Second, the income adequacy questions in the interview focused upon family income rather than the worker's income from his or her job.

3. Many of the problems on the list had in the past been the targets of either legislation or other types of governmental action. There was a heavy emphasis upon problems that could be attacked through mechanisms that had already been established.

4. Many of the areas are frequently issues in labor negotiations.

5. The most commonly shared quality of all the problem areas is what they do not cover. They do not deal at all with the content of the worker's job--what he or she actually does rather than the conditions under which it is done. Doing dangerous work is the single exception. Problems with supervision or career development are omitted from the list except indirectly as they become issues of discrimination. Generally the list concentrates upon the extrinsic rather than the intrinsic aspects of the worker's job, and the content of work is admitted to the list only as it affects the workers' physical rather than psychological well-being.

The remainder of this report uses a series of abbreviated descriptions of each of these labor standards problem areas (e.g., "inadequate fringe benefits"). Lest these abbreviations be misinterpreted, it is useful to understand precisely what is referred to in the tables as constituting a "problem" confronting a worker in a particular content area. The following two-column list is provided for this purpose. The shorthand label for each problem area is listed in the left column; the right column indicates the particular interview response of a worker that would result in his or her being coded as having a "problem" in the area.

Problem Area	Interview Response of Worker Which Resulted in His or Her Being Coded as Having a Problem in This Area
Health and safety hazards	Worker cited one or more hazards in response to the question: "Does your job at any time expose you to what you feel are dangerous or unhealthy conditions?"
Transportation problems	Worker cited one or more things he or she would like changed in response to the question: "What things concerning travel to and from work do you consider problems and would like to see changed?"
Inadequate fringe benefits	Worker cited a fringe benefit in response to the question: "Are there any fringe benefits that you're not getting that you'd like to be getting?" This question was not asked of self-employed workers.
Unpleasant physical conditions	Worker indicated that he or she would "like it to be better" in response to the question: "Are the physical conditions at the place where you spend most of your working time as comfortable and pleasant as you would like or would you like them to be better?" This question was asked only of workers who worked in one location.
Inconvenient or excessive hours	Worker cited one or more problems in response to the question: "Could you tell me what problems or difficulties you run into concerning the hours you work, your work schedule, or overtime?"
Inadequate income	The referent of this question was "the total yearly income before taxes of (the worker's) immediate family--

including (the worker's) own wages, the wages of everyone else in the family, and income from *any* other source." Workers coded as having a problem in this area were those who said "no" to the question: "Do you feel that this total income is enough to meet your family's usual monthly expenses and bills?"

Work-related illness or injury	Worker cited one or more illnesses or injuries in response to the question: "Within the last three years have you ever had any illness or injury that you think was caused or made more severe by any job you had during this period?"
Unsteady employment	Worker mentioned some conditions other than "steady employment" in response to the question: "Do you think of your job as one where you have regular, steady work *throughout* the year, is it seasonal, are there frequent lay-offs, or what?"
Occupational handicaps	Worker cited one or more handicaps in response to the question: "Do you have anything you regard as a physical or nervous condition that limits the amount or kind of work you do?"
Invasion of privacy	Worker cited one or more types of invasion of privacy in response to the question: "Do you feel that your supervisor or the personnel office where you work ever go into your personal matters that you think are none of their business?" This question was not asked of self-employed workers.
Problems with union democracy	Worker cited one or more problems in response to the question: "Could you tell me about any problems you feel there are with your union regarding how democratically it's run?" This question was asked only of union members.
Mistreatment by employment agencies	Worker cited one or more problems in response to the question: "Could you tell me what problems or difficulties you ran into in dealing with the agency?" This question was asked only of workers who at some time in the past three years tried to find a job through a private or state employment agency.
Problems with union management	Worker cited one or more problems in response to the question: "Could you tell me any problems you feel there are with your union regarding how well it is managed?" This question was asked only of union members.
Failure to receive wages	Worker cited one or more cases of failure to receive wages in response to the question: "Other than

	garnishment or assignment, have you at any time in the last three years had any trouble in getting your wages paid in full, or on time, or regularly?" In 1973 this question was asked only of wage-and-salaried workers.
Sex discrimination	Worker cited one or more examples of discrimination in response to the question: "Do you feel in *any* way discriminated against on your job because you are a woman?" This question was asked of women only.
Age discrimination	Worker cited one or more examples of discrimination in response to the question: "Do you feel in *any* way discriminated against on your job because of your age?"
Inadequate expense coverage following a work-related illness or injury	Worker responded *other than* "most or all" to *either* of the following questions: "While you were ill, how much of your medical, surgical, or hospital expenses were covered by any personal, company, or governmental insurances or programs--most or all, some, only a little, or none?" and "While you were ill, how much of your *living* expenses were covered by any personal, company, or governmental insurances or programs--most or all, some, only a little, or none?" These questions were asked only of workers who in the last three years had a work-related illness or injury which kept them from working for more than two weeks.
Race or national origin discrimination	Worker cited one or more examples of discrimination in response to the question: "Do you feel in *any* way discriminated against on your job because of your race or national origin?"
Wage garnishment or assignment	Worker cited one or more cases of garnishment or assignment in response to the question: "In the last three years have your wages ever been garnisheed or assigned?" In 1973 this question was asked only of wage-and-salaried workers.

Specific descriptive data relevant to each of these problem areas will be presented later in this volume. In the present section the emphasis is upon *comparisons among problem areas* rather than upon examining the nuances of any particular area.

Columns two and three of Table 4.1 show, respectively, the 1969 and 1973 percentages of workers reporting each of the 19 problems. The first column of the table provides the short-hand label for each of the 19

Table 4.1

Ranking of Labor Standards Problem Areas

	Percentage of workers reporting one problem or more in each area *		Percentage of those reporting the problem who regarded it as "sizeable" or "great"	
Problem area	1969	1973	1969	1973
Health and safety hazards	38	41	50	43
Transportation problems	35	40	39	37
Inadequate fringe benefits	39	39	43	39
Wage-and-salaried workers only	45	44	--	--
Unpleasant physical conditions	33	39	38	36
Inconvenient or excessive hours	30	39	38	34
Inadequate family income	26	21	62	56
Work-related illness or injury (within past 3 years)	13	14	56	48
Unsteady employment	10	9	37	35
Occupational handicaps	9	9	39	30
Invasion of privacy by employer	8	9	28	26
Wage-and-salaried workers only	9	10	--	--
Problems with union democracy	6	9	58**	54
Union members only	18	29	--	--
Mistreatment by employment agency (within past 3 years)	7	8	68	72
Those who had dealt with an agency in past 3 years	47	52	--	--
Problems with union management	5	6	58**	60**
Union members only	17	23	--	--
Failure to receive wages (within past 3 years)	5	6	43**	44**
Those who at some time in 3 years prior to 1969 had worked for wages or salary	6	--	--	--
Those who when interviewed in 1973 were wage-and-salaried workers	--	6	--	--

Table 4.1 (continued)

Problem area	1969	1973	1969	1973
Sex discrimination	3	5	42**	37**
Women	8	13	--	--
Age discrimination	5	4	35**	35**
Inadequate expense coverage following a work-related illness/ injury (within past 3 years)	4	3	39**	45**
Those who at some time in past 3 years had been away from work for 2 weeks or more due to a work-related illness or injury	68	66	--	--
Race or national origin discrimination	3	3	53**	52**
Blacks	17	15	--	--
Wage garnishment or assignment (within past 3 years)	2	1	72**	53**
Those who at some time in 3 years prior to 1969 had worked for wages	2	--	--	--
Those who when interviewed in 1973 were wage-and-salaried workers	--	1	--	--

---

[*] An indented row description indicates that the percentage is based on the subsample thus described. Otherwise, the percentages are based on the full sample, given the problems with doing so described in the text.

[**] $N < 100$ in 1969 or weighted $N < 140$ in 1973.

problem areas. The percentages in the second and third columns are the percentages of workers who reported in 1969 and 1973 one or more problems in each area in response to the series of "problem" questions described above. There are some peculiarities regarding the bases of these percentages which should be taken into account in reading the percentages. In order to make comparisons across problem areas in terms of the percentage of workers reporting a problem, it was necessary to maintain a constant percentage base such that each percentage would be "percentage of all workers" rather than percentage of shifting subsamples of workers--for example, percentage of women workers, percentage of wage-and-salaried workers, and so forth. At the same time it was impossible, or occasionally would have sounded silly, to ask some of the "problem" questions to certain workers. As a result certain questions were omitted for certain subsamples of workers. Questions about problems with unions were, for instance, not asked of workers who did not belong to a union; men were not asked about sex discrimination; and self-employed workers were not asked about fringe benefits. Such selective questioning creates a problem, however, in determining the percentage of all workers who had a problem in a particular area. How should those workers who were not asked a particular "problem" question be treated--as having a problem or not? In the construction of the major percentages in Table 4.1 this question was answered through the arbitrary (and sometimes highly debatable) placement of certain subsamples of workers in the "no problems" category. These arbitrary placements were as follows:

Problem area	Subsample of workers arbitrarily classified as having "no problem" in the area
Transportation problems	Workers who lived at, or adjacent to their places of work
Inadequate fringe benefits	Currently self-employed workers
Invasion of privacy	Currently self-employed workers
Problems with union democracy	Workers who did not belong to a union
Mistreatment by employment agencies	Workers who had not dealt with an employment agency within the last three years
Problems with union management	Workers who did not belong to a union
Failure to receive wages	Workers who had been exclusively self-employed for last three years (1969) or currently self-employed workers (1973).
Sex discrimination	Men
Inadequate expense coverage during illness	Workers who within the last three years had no work-related illness or injury that kept them from working for two weeks or more
Wage garnishment or assignment	Workers who had been exclusively self-employed for last three years (1969) or currently self-employed workers (1973)

In one case, however, even such an arbitrary decision as those above was impossible. The "problems" question concerning unpleasant physical working conditions was not asked of workers who did not work at one identifiable location. To ask about each place of work traveled to by a worker who moved around would not have been very useful, since it would have been necessary to find out how much time was spent in each location in order to get an idea of how extensive were the worker's problems with unpleasant physical conditions. Such questioning would have exceeded the time limitations of the interview. It would, however, have been grossly misleading to assign these multiple-worksite workers to the "no problems" category. Since over half of the multiple-worksite workers spent most of their working time traveling around the neighborhood or community, it would be most unusual were they not at some time or other exposed to unpleasant physical conditions. Yet it would not be entirely justified to classify them arbitrarily as having problems with unpleasant physical conditions. As a result of this dilemma, they have been entirely excluded from the Unpleasant Physical Conditions row of Table 4.1.

Percentages of workers reporting problems computed over bases that do not involve the arbitrary decisions made above (e.g., the percentage of women reporting sex discrimination) are shown both in the subsidiary rows of Table 4.1 (i.e., rows where the "Problem area" description is indented) and in other pages of this volume.

After indicating that he or she had a problem in a particular area, a worker was then asked to rate its severity. These ratings were all obtained in response to slight variations of the single "severity" question, "How much of a problem is this for you?" The last columns of Table 4.1 present the percentage of workers experiencing each problem who reported it as "sizeable" or "great."

The 1973 frequency and severity data are perhaps more readily summarized by Figure 4.1. This figure locates each of the labor standards problems on two dimensions simultaneously. The first dimension, the vertical axis, corresponds to the 1973 percentage of all workers reporting a problem in the area; the second dimension, the horizontal axis, corresponds to the percentage of workers rating their problems in a particular area as "sizeable" or "great." A labor standards area in which problems were both frequent and severe would appear in the top left-hand corner of the figure; an area in which problems were neither frequent nor severe would appear in the bottom right-hand corner of the figure. The four general quadrants of the figure may therefore be interpreted as follows:

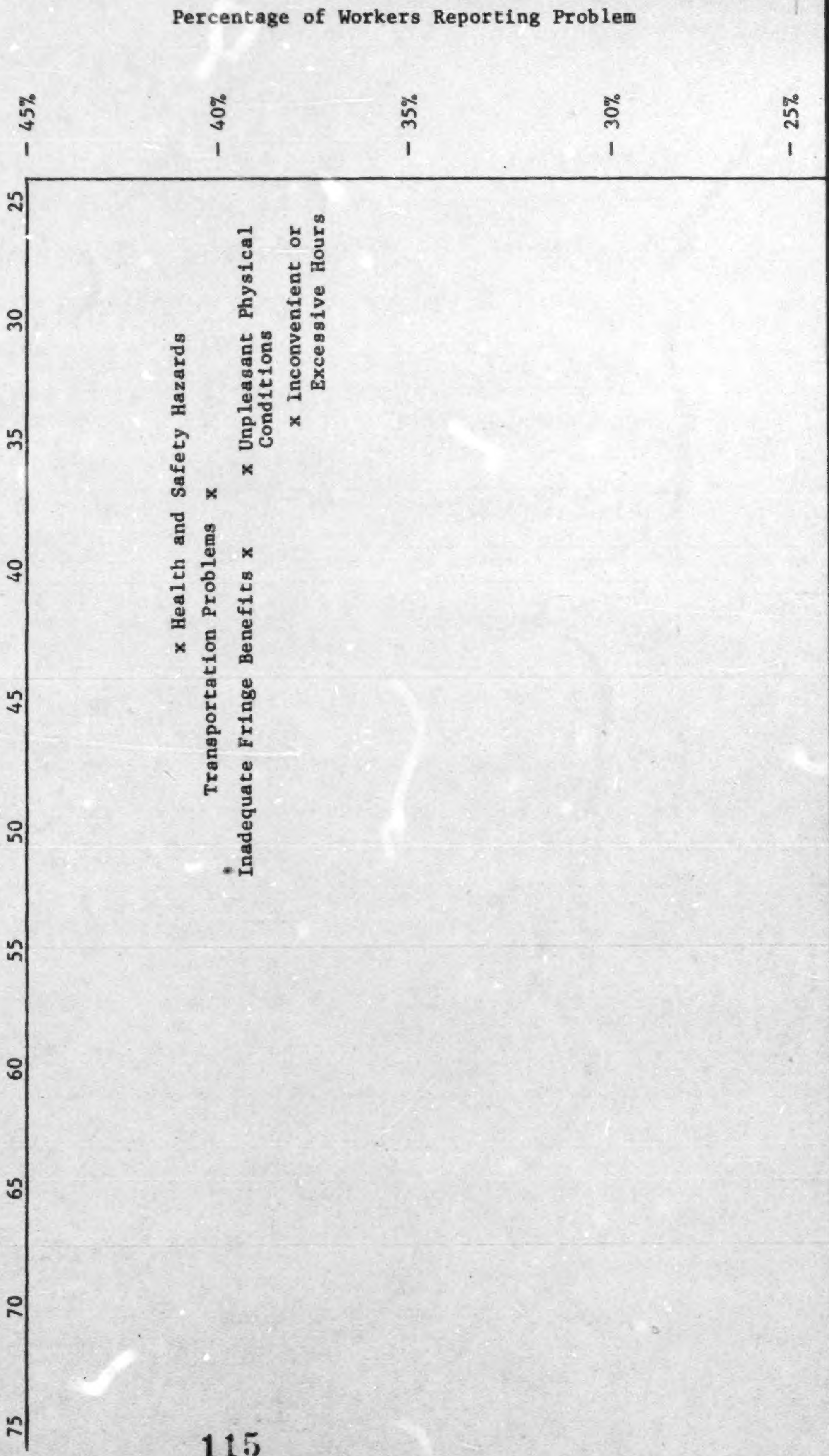
Percentage Rating Reported Problem as "Sizeable" or "Great"

Problems that are both frequent and severe	Problems that are frequent but not severe
Problems that are severe but not frequent	Problems that are neither frequent nor severe

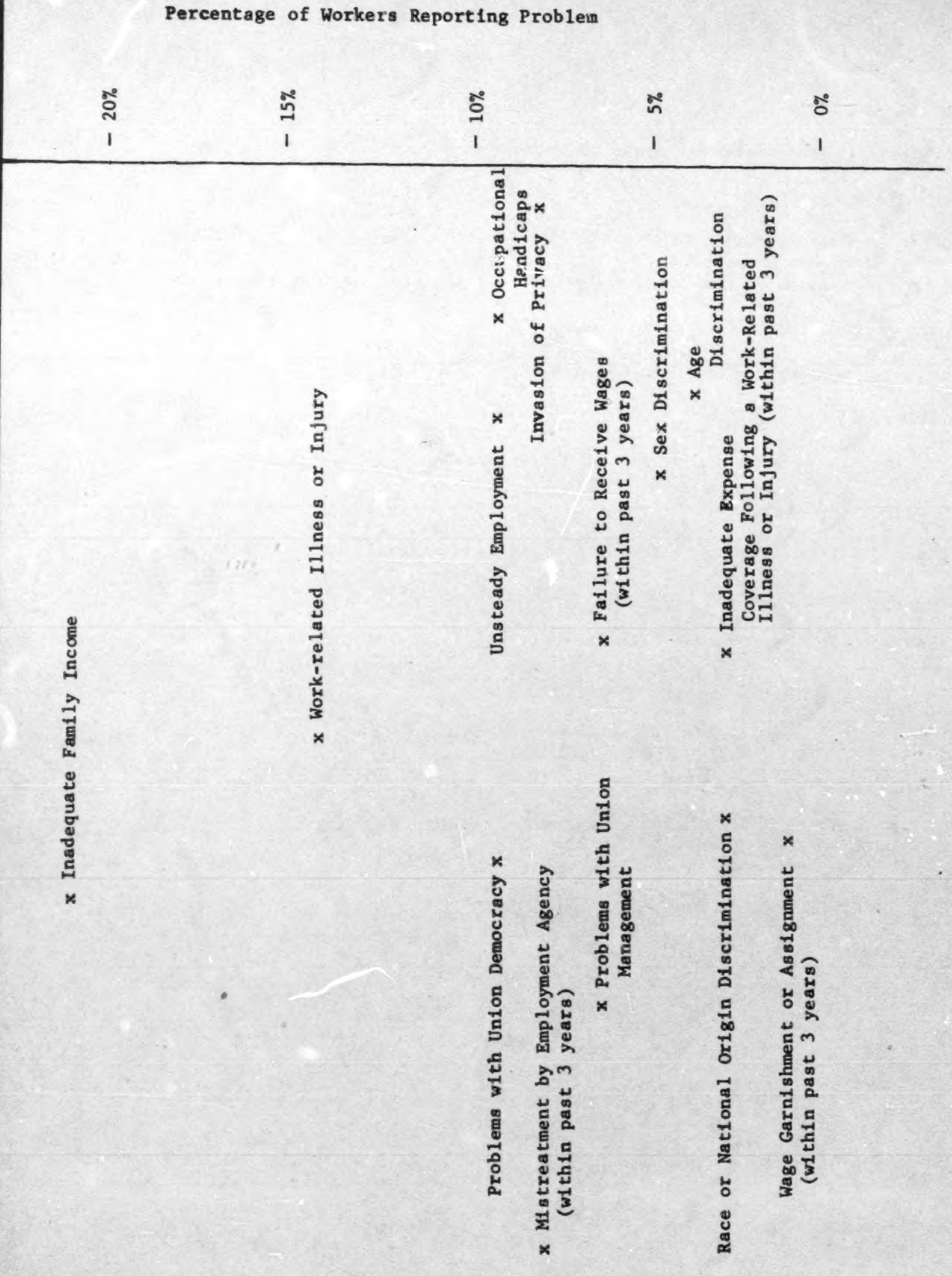
Percentage of Workers Reporting Problem

Tables 4.2 and 4.3 deal not with comparisons among labor standards problem areas but instead with the frequency of labor standards problems viewed as a whole. Table 4.2 indicates the percentage of workers reporting problems in various numbers of labor standards areas. The table undercounts the total number of problems experienced by workers in these areas since it makes no allowance for a worker having multiple problems in a single area. For example, two workers may both have been coded as having a problem with unpleasant physical working conditions although the first worker reported three problems in this area and the second appeared to be reporting only one problem. The data could not sustain finer distinctions among numbers of specific problems in any one area. One worker, for instance, might have complained about excessive heat, occasional excessive

Figure 4.1 Frequency and Severity of Labor Standards Problems



Percentage Rating Reported Problem as "Sizeable" or "Great"


Percentage of Workers Reporting Problem
20%
15%
10%
5%
0%
Inadequate Family Income
Work-related Illness or Injury
Problems with Union Democracy
Unsteady Employment
Occupational Handicaps
Invasion of Privacy
Mistreatment by Employment Agency (within past 3 years)
Problems with Union Management
Failure to Receive Wages (within past 3 years)
Sex Discrimination
Age Discrimination
Race or National Origin Discrimination
Inadequate Expense Coverage Following a Work-Related Illness or Injury (within past 3 years)
Wage Garnishment or Assignment (within past 3 years)

cold, and too much smoke in the air. A second worker thinking about precisely the same conditions might only have mentioned "poor ventilation." It would have been arbitrary to have coded the first worker as having three times as many problems as the second worker. Although this example is fairly clear-cut, there were a great many far more ambiguous cases in which it could not be determined when a worker was describing several discrete problems rather than different ramifications of one basic problem.

Table 4.3, employing the same measure as Table 4.2 and based on 1973 data only, contrasts several major demographic and occupational subsamples in terms of the total number of labor standards areas in which workers in each subsample reported problems. Later tables will contrast the same subsamples in terms of the frequency of specific labor standards problems.

Table 4.2

Reports of Multiple Problems in Labor Standards Areas

Number of labor standards areas in which worker reports one or more problems*	Percentage	
	1969 (N=1531)	1973 (N=2157)
No problems in any area	11.5%	8.5%
One problem area	19.5	18.0
Two problem areas	21.0	19.9
Three problem areas	18.9	18.5
Four problem areas	12.3	14.6
Five problem areas	8.6	8.7
Six problem areas	4.1	6.0
Seven problem areas	2.5	3.0
Eight problem areas	1.0	1.6
Nine problem areas	0.3	1.0
Ten or more problem areas	0.5	0.2

*A worker reporting problems in all areas would have mentioned problems in 19 areas.

Table 4.3

Total Number of Labor Standards Problems by Sex, Age, Race, Education, Employment Status, Occupation, Collar Color, and Industry

	Mean Number of Problems*	
	Base N	Mean
Sex		
Men	1339	3.0
Women, primary or sole wage earners	287	2.8
Women, secondary wage earners	520	3.0
Age		
Under 21	175	3.2
21-29	584	3.4
30-44	658	2.9
45-54	443	2.7
55-64	251	2.6
65 or older	41	1.0
Race**		
White	1901	2.9
Black	177	3.5
Education		
Eight years or less	242	3.2
Some high school	306	3.2
High school diploma or equivalent	826	2.9
Some college	449	3.0
College degree or more	327	2.8
Employment status		
Self-employed	250	1.9
Wage-and-salaried	1907	3.1

Table 4.3 (continued)

	Mean Number of Problems*	
	Base N	Mean
Occupation***		
Professional and technical	319	2.8
Managers and administrators, except farm	328	2.4
Sales	109	2.6
Clerical	355	2.7
Craftworkers	270	3.4
Operatives, except transport	300	3.8
Transport equipment operatives	71	3.2
Non-farm laborers	77	3.2
Farmers and farm managers	46	1.9
Farm laborers and farm foremen	14	2.9
Service workers, except private household	237	3.0
Private household workers	15	2.1
Collar Color****		
White	1118	2.7
Blue	963	3.4
Industry		
Agriculture, fisheries, and forestry	71	2.1
Mining	10	2.7
Contract construction	138	3.3
Manufacturing	525	3.5
Transportation, communication, and utilities	129	3.3
Wholesale and retail trade	387	2.8
Finance, insurance, and real estate	123	2.7
Services	554	2.6
Government	144	3.0

*This measure's standard deviation is 2.02.

**Excludes minority races other than blacks

***Based upon 1970 Census codes

****Excludes farm workers

5. WAGES AND WAGE LOSS

Table 5.1

Annual Personal Income from Primary Job

Annual income from primary job before deductions for taxes	Percentage		
	1969 (N=1419)	1973, unadjusted (N=2072)	1973, adjusted for inflation (N=2072)*
$3,399 or less	14.9%	9.9%	14.9%
$3,400-4,999	15.7	13.9	15.9
$5,000-7,499	26.9	22.6	25.7
$7,500-9,999	18.6	17.5	19.3
$10,000 or more	23.8	36.1	24.3

*Adjustment for inflation was made by multiplying raw 1973 dollar estimates by .87.

Table 5.2

Annual Personal Income from Primary Job for Full-time Workers

Annual income from primary job before deductions for taxes	Percentage*		
	1969 (N=1263)	1973, unadjusted (N=1804)	1973, adjusted for inflation (N=1804)
$3,399 or less	9.8%	5.0%	9.0%
$3,400-4,999	15.8	13.0	16.7
$5,000-7,499	28.6	24.2	27.1
$7,500-9,999	20.0	18.7	20.9
$10,000 or more	25.8	39.1	26.3

*Includes only workers working 35 hours a week or more. The 1973 adjustment for inflation was made by multiplying raw 1973 dollar estimates by .87

Table 5.3

Annual Family Income

Total annual family income from all sources before taxes	Percentage 1969 (N=1352)	1973, unadjusted (N=1975)	1973, adjusted for inflation (N=1975)*
$3,399 or less	4.7%	2.1%	3.1%
$3,400-4,999	6.1	3.5	4.6
$5,000-7,499	16.1	9.9	14.8
$7,500-9,999	19.7	14.4	21.2
$10,000 or more	53.5	70.1	56.4

*Adjustment for inflation was made by multiplying raw 1973 dollar estimates by .87

Table 5.4

Inadequate Income

Do you feel that this total (family) income is enough to meet (your family's/your) usual monthly expenses and bills?
Do you feel that this total (family) income is enough for (you and your family/you) to live as comfortably as you would like?

	Reports of inadequate income			
	1969		1973 *	
Type of income inadequacy	Base N	Percentage	Base N	Percentage
For meeting monthly expenses	1525	26.4%	2155	21.3%
For living as comfortably as one would like	1524	56.2	2150	54.4%

*In 1973 workers who indicated that their income was not adequate to meet their bills were not asked the question concerning how "comfortably" their income let them live. They are classified in this table as having inadequate income for living as comfortably as they would like.

Note: See also Section 4.

Table 5.5

Inadequate Income--Severity of Problems

How much of a problem is this for you?

	Percentage*	
Degree of severity	1969 (N=398)	1973 (N=459)
No problem at all	4.8%	3.3%
A slight problem	32.7	41.0
A sizeable problem	37.2	32.9
A great problem	25.4	22.9

*Includes only workers whose total family incomes were inadequate for meeting their usual monthly expenses and bills.

Table 5.6

Inadequate Income by Sex, Age, Race, Education, Employment Status, Occupation, Collar Color, and Industry

	Reports of problem	
	Base N	Percentage
Sex		
Men	1337	20.6%
Women, primary or sole wage earners	287	34.1
Women, secondary wage earners	520	16.3
Age		
Under 21	175	11.4%
21-29	584	21.7
30-44	658	23.6
45-54	443	21.7
55-64	251	22.3
65 or older	41	12.2
Race*		
White	1901	19.3%
Black	175	41.1
Education		
Eight years or less	242	33.9%
Some high school	306	32.0
High school diploma or equivalent	826	20.0
Some college	449	16.7
College degree or more	327	11.6
Employment status		
Self-employed	250	13.2
Wage-and-salaried	1905	22.4

Table 5.6 (continued)

Occupation**	Reports of problem Base N	Percentage
Professional and technical	319	11.9%
Managers and administrators, except farm	328	14.6
Sales	109	20.2
Clerical	355	19.4
Craftworkers	270	21.1
Operatives, except transport	298	27.2
Transport equipment operatives	71	26.8
Non-farm laborers	77	26.0
Farmers and farm managers	46	10.9
Farm laborers and farm foremen	14	21.4
Service workers, except private household	237	36.3
Private household workers	15	73.3
Collar Color* **		
White	1118	15.9%
Blue	961	28.4
Industry		
Agriculture, fisheries, and forestry	71	15.5
Mining	10	0.0
Contract construction	138	15.9
Manufacturing	525	25.5
Transportation, communication, and utilities	129	17.8
Wholesale and retail trade	387	23.0
Finance, insurance, and real estate	123	17.1
Services	554	20.6
Government	144	19.4

*Excludes minority races other than blacks

**Based upon 1970 Census codes

***Excludes farm workers

Table 5.7

Fringe Benefits Available to and Received by Worker

I'll read off some fringe benefits. Just tell me whether or not your employer makes each available to you.

Do you participate in this program? (Asked only in 1973 of workers who reported that selected fringe benefits were available to them.)

	Percentage of workers reporting the availability of the benefit				Percentage of those reporting availability of the benefit who actually participated in the benefit program	
	1969*		1973*		1973 **	
Fringe benefit	Base N	Percentage	Base N	Percentage	Base N	Percentage
Medical, surgical, or hospital insurance that covers any illness or injury that might occur to you while off the job	1303	71.9%	1883	79.9%	1489	90.6%
Maternity leave with full re-employment rights ***	454	59.0	679	72.8	****	****
Paid vacation	1287	73.3	1896	70.2	****	****
Life insurance that would cover a death occurring for reasons not connected with your job	1296	62.2	1860	69.6	1279	90.4
A retirement program	1290	60.7	1853	65.9	1198	86.2
Paid sick leave	1277	58.3	1872	63.8	****	****
A training program that you can take to improve your skills	1297	39.1	1885	42.8	787	59.6
Free or discounted merchandise	1304	35.9	1884	35.3	642	84.6
Maternity leave with pay ***	461	14.3	690	25.5	****	****
Profit sharing	1288	19.0	1886	18.6	350	58.9
Free or discounted meals	1305	16.7	1892	17.5	305	89.5
Stock options	1289	16.9	1877	16.6	308	38.6
A place for employees' children to be taken care of while their parents are at work	1297	1.8	1881	2.4	41	24.4

*Excludes self-employed workers

**Excludes self-employed workers and those to whom the benefit was not available

***Women only were asked about this benefit

****Participation in this particular program was not assessed

Table 5.8

Inadequate Fringe Benefits

Are there any fringe benefits that you're not getting now that you'd like to be getting?

	Percentage*	
Desire for additional fringe benefits	1969 (N=1309)	1973 (N=1900)
Worker desires one or more additional benefits	44.7%	44.5%
Worker does not desire any additional benefits	55.3	55.5

*Includes only wage-and-salaried workers

Note: See also Section 4.

Table 5.9

Inadequate Fringe Benefits--Severity of Problems

How much of a problem is this for you?

	Percentage reporting each of four degrees of severity *	
Degree of severity	1969 (N=579)	1973 (N=827)
No problem at all	19.7%	20.6%
A slight problem	37.1	40.5
A sizeable problem	26.1	22.7
A great problem	17.1	16.2

* Includes only wage-and-salaried workers wanting one or more additional fringe benefits

Table 5.10

Inadequate Fringe Benefits--Types of Problems

Which one (fringe) benefit you're not getting now would you most like to be getting?

One additional benefit most desired	Percentage of total number of additional benefits desired* 1969 (Number of benefits desired =576)	1973 (Number of benefits desired =829)
Health, medical insurance (excluding dental insurance)	26.6%	24.8%
Sick leave with pay	10.4	17.1
Retirement program or pension plan	24.8	15.1
Dental care or insurance	4.0	14.0
Profit sharing	5.4	5.3
Paid vacation	3.6	5.1
Paid holidays	3.3	3.4
Stock options	2.6	2.2
Life insurance	4.2	2.1
Maternity leave	1.2	1.0

*Includes only wage-and-salaried workers wanting one or more additional fringe benefits. Percentages do not add to 100 because of the exclusion from the table of those benefits constituting less than one percent of the total in 1973.

Table 5.11

Inadequate Fringe Benefits by Sex, Age, Race, Education, Occupation, Collar Color, and Industry

	Reports of problem *	
	Base N	Percentage
Sex		
Men	1134	48.8%
Women, primary or sole wage earners	265	40.0
Women, secondary wage earners	492	37.0
Age		
Under 21	174	30.5%
21-29	546	46.7
30-44	588	49.7
45-54	357	40.3
55-64	205	48.8
65 or older	27	7.4
Race**		
White	1660	44.5%
Black	165	47.3
Education		
Eight years or less	209	46.9%
Some high school	268	49.3
High school diploma or equivalent	738	43.4
Some college	392	40.8
College degree or more	289	46.0

Table 5.11 (continued)

	Reports of problem*	
	Base N	Percentage
Occupation* ***		
Professional and technical	296	42.9%
Managers and administrators, except farm	205	43.9
Sales	94	43.6
Clerical	350	34.9
Craftworkers	263	55.9
Operatives, except transport	291	48.1
Transport equipment operatives	69	50.7
Non-farm laborers	74	44.6
Farm laborers and farm foremen	14	42.9
Service workers, except private household	218	44.0
Private household workers	10	20.0
Collar Color******		
White	952	40.7
Blue	918	48.6
Industry		
Agriculture, fisheries, and forestry	23	47.8
Mining	10	50.0
Contract construction	113	65.5
Manufacturing	516	45.5
Transportation, communication, and utilities	126	45.2
Wholesale and retail trade	315	47.0
Finance, insurance, and real estate	112	34.8
Services	476	41.4
Government	143	37.8

*Includes only wage-and-salaried workers

**Excludes minority races other than blacks

***Based upon 1970 Census codes

****Excludes farm workers

Table 5.12

Wage Garnishment or Assignment

In the last three years have your wages ever been garnisheed or assigned?

	Percentage	
Garnishment	1969 (N=1366)[*]	1973 (N=2152)
Worker's wages were garnisheed or assigned once or more	1.9%	1.0%
Worker's wages were garnisheed or assigned more than once (1973 only)	--	(0.3)
Worker's wages were never garnisheed or assigned	98.1	99.0

---

[*] Includes only workers who at some time in the three years prior to their interviews were wage-and-salaried
Note: See also Section 4.

Table 5.13

Wage Garnishment or Assignment--Severity of Problems

How much of a problem was (this/this most recent time) for you? (Severity ratings in the case of multiple garnishments or assignments referred only to the most recent garnishment or assignment.)

	Percentage reporting each of four degrees of severity	
Degree of severity	1969 (N=25)[*]	1973 (N=19)[**]
No problem at all	8.0%	15.8%
A slight problem	20.0	26.3
A sizeable problem	24.0	26.3
A great problem	48.0	31.6

---

[*] Includes only workers who at some time in the three years prior to their interviews were wage-and-salaried and who during this period experienced one or more wage garnishments or assignments

[**] Includes only workers whose wages had been garnisheed or assigned once or more in the three years prior to their interviews

Table 5.14

Permission for Garnishment or Assignment

Was (this garnishment/this most recent garnishment) done with or without your permission?

Permission	Percentage (N=18)*
With permission	33.3%
Without permission	66.7

*Includes only workers whose wages had been garnisheed or assigned once or more in the three years prior to their interviews

Table 5.15

Wage Garnishment or Assignment by Sex, Age, Race, Education, Occupation, Collar Color, and Industry

	Reports of problem	
	Base N	Percentage
Sex		
Men	1336	1.0%
Women, primary or sole wage earners	287	2.1
Women, secondary wage earners	518	0.6
Age		
Under 21	175	3.4
21-29	584	1.2
30-44	658	0.8
45-54	440	0.9
55-64	251	0.0
65 or older	41	0.0
Race*		
White	1898	0.8
Black	175	2.9
Education		
Eight years or less	242	1.7
Some high school	306	1.3
High school diploma or equivalent	824	0.8
Some college	449	1.6
College degree or more	326	0.0

Table 5.15 (continued)

	Reports of problem**	
	Base N	Percentage
Occupation* **		
Professional and technical	297	0.3
Managers and administrators, except farm	205	1.5
Sales	94	0.0
Clerical	351	0.9
Craftworkers	263	1.5
Operatives, except transport	292	1.0
Transport equipment operatives	69	0.0
Non-farm laborers	75	2.7
Farm laborers and farm foremen	14	0.0
Service workers, except private household	219	2.3
Private household workers	10	0.0
Collar Color****		
White	954	0.7
Blue	921	1.5
Industry		
Agriculture, fisheries, and forestry	23	0.0
Mining	10	0.0
Contract construction	113	0.0
Manufacturing	518	0.8
Transportation, communication, and utilities	126	0.0
Wholesale and retail trade	315	1.6
Finance, insurance, and real estate	112	0.0
Services	477	1.7
Government	144	2.8

*Excludes minority races other than blacks

**Includes only wage-and-salaried workers

***Based upon 1970 Census codes

****Excludes farm workers

Table 5.16

Failure to Receive Wages (Excluding Garnishment or Assignment)

(Other than garnishment or assignment) have you at any time in the last three years had any trouble getting your wages paid in full, or on time, or regularly?

	Percentage	
Wage loss	1969 (N=1364)*	1973 (N=2142)
Worker reports one or more problems in receiving wages	5.6%	5.6%
Worker reports two or more problems in receiving wages (1973 only)	--	(4.0)
Worker reports no problem in receiving wages	94.4	94.4

*Includes only workers who at some time in the three years prior to their interviews were wage-and-salaried

Note: See also Section 4.

Table 5.17

Failure to Receive Wages--Severity of Problems

How much of a problem for you was this trouble you had getting your wages? (Severity ratings in the case of multiple wage losses referred only to the most recent such loss.)

	Percentage reporting each of four degrees of severity	
Degree of severity	1969 (N=72)*	1973 (N=117)**
No problem at all	16.7%	15.4%
A slight problem	40.3	41.0
A sizeable problem	23.6	17.9
A great problem	19.4	25.6

*Includes only workers who at some time in the three years prior to their interviews were wage-and-salaried and who during this period experienced one or more wage losses

**Includes only workers who had experienced one or more wage losses during the three years prior to their interviews

Table 5.18

Failure to Receive Wages--Types of Problems

Type of problem	Percentage of total number of problems reported: 1969 (Number of problems=104) *	1973 (Number of problems=152) **
Problems in getting wages on time (Problems involving one instance of worker receiving pay, but receiving it late.)	41.3%	33.6%
Frequent problems in getting wages (Problems involving recurring instances of worker receiving pay either late, or in less than the full amount, or both.)	33.7	46.7
Problems in getting wages in full (Problems involving one instance of worker receiving less than full amount of pay due.)	25.0	19.7

*Includes only workers who at some time in the three years prior to their interviews were wage-and-salaried and who during this period experienced one or more wage losses.

**Includes only workers who had experienced one or more wage losses during the three years prior to their interviews

Table 5.19

Failure to Receive Wages by Sex, Age, Race, Education, Occupation, Collar Color, and Industry

	Reports of problem	
	Base N	Percentage
Sex		
Men	1326	5.2%
Women, primary or sole wage earners	287	5.2
Women, secondary wage earners	518	6.9
Age		
Under 21	175	11.4
21-29	578	9.3
30-44	658	4.9
45-54	438	2.3
55-64	251	1.6
65 or older	39	0.0
Race*		
White	1888	5.7
Black	175	4.6
Education		
Eight years or less	242	5.4%
Some high school	304	5.6
High school diploma or equivalent	822	4.4
Some college	447	7.2
College degree or more	322	6.8

Table 5.19 (continued)

	Reports of problem**	
	Base N	Percentage
Occupation***		
Professional and technical	294	6.5%
Managers and administrators, except farm	205	4.9
Sales	92	4.3
Clerical	351	4.0
Craftworkers	262	6.1
Operatives, except transport	292	6.8
Transport equipment operatives	69	2.9
Non-farm laborers	75	1.3
Farm laborers and farm foremen	14	0.0
Service workers, except private household	219	8.7
Private household workers	10	0.0
Collar Color****		
White	949	5.1
Blue	920	6.2
Industry		
Agriculture, fisheries, and forestry	23	0.0
Mining	10	10.0
Contract construction	112	6.3
Manufacturing	518	5.8
Transportation, communication, and utilities	126	1.6
Wholesale and retail trade	313	9.3
Finance, insurance, and real estate	112	2.7
Services	475	5.7
Government	143	2.8

*Excludes minority races other than blacks

**Includes only wage-and-salaried workers

***Based upon 1970 Census codes

****Excludes farm workers

Table 5.20

Total Expenses Covered by Personal, Company, or Governmental Insurance Programs Following a Work-related Illness or Injury

While you were ill, how much of your medical, surgical, or hospital expenses were covered by any personal, company, or governmental insurances or programs --most or all, some, only a little, or none?

While you were ill, how much of your living expenses were covered by any personal, company, or governmental insurances or programs--most or all, some, only a little, or none?

	Percentage reporting insurance coverage*			
	Medical payments		Living expenses	
Expense coverage	1969 (N=84)	1973 (N=108)	1969 (N=84)	1973 (N=107)
Most or all	69.0%	72.2%	34.6%	30.8%
Some	8.3	9.3	16.0	21.5
Only a little	3.6	4.6	2.5	6.5
None	19.0	13.9	46.9	41.1

*Includes only workers who in the three years prior to their interviews had a work-related illness or injury that kept them off the job for more than two weeks

Table 5.21

Inadequate Expense Coverage Following a Work-related Illness or Injury

A "problem" was defined as a case where a worker received less than "most or all" coverage of either medical expenses or living expenses following a work-related illness or injury that (1) occurred in the three years prior to his or her interview and (2) kept the worker away from work for more than two weeks.

	Percentage*	
Problem with coverage	1969 (N=82)	1973 (N=105)
Worker reports a problem	68.3%	65.7%
Worker does not report a problem	31.7	34.3

*Includes only workers who in the three years prior to their interviews had a work-related illness or injury that kept them off the job for more than two weeks.

Note: See also Section 4.

Table 5.22

Inadequate Expense Coverage Following a Work-related Illness or Injury--Severity of Problems

How much of a problem for you was meeting all your expenses during this time?

Degree of severity	Percentage reporting each of four degrees of severity * 1969 (N=57)	 1973 (N=71)
No problem at all	31.6%	23.9%
A slight problem	29.8	31.0
A sizeable problem	17.5	18.3
A great problem	21.1	26.8

*Includes only workers with a problem in this area as indicated in Table 5.21

Table 5.23

Inadequate Expense Coverage Following a Work-related Illness or Injury, by Sex, Age, Race, Education, Employment Status, Occupation, Collar Color, and Industry

	Reports of problem*	
	Base N	Percentage
Sex		
Men	78	60.3%
Women, primary or sole wage earners	12	58.3
Women, secondary wage earners	15	100.0
Age		
Under 21	7	85.7
21-29	19	73.7
30-44	34	55.9
45-54	31	74.2
55-64	14	50.0
Race**		
White	92	65.2
Black	8	62.5
Education		
Eight years or less	31	77.4
Some high school	17	88.2
High school diploma or equivalent	33	39.4
Some college	12	66.7
College degree or more	12	75.0
Employment status		
Self-employed	7	71.4
Wage-and-salaried	98	65.3

Table 5.23 (continued)

	Reports of problem*	
	Base N	Percentage
Occupation* **		
Professional and technical	12	75.0%
Managers and administrators, except farm	12	33.3
Sales	1	100.0
Clerical	11	72.7
Craftworkers	23	73.9
Operatives, except transport	21	66.7
Transport equipment operatives	6	66.7
Non-farm laborers	7	57.1
Farm laborers and farm foremen	2	100.0
Service workers, except private household	9	55.6
Private household workers	1	100.0
Collar Color****		
White	37	62.2%
Blue	66	66.7
Industry		
Agriculture, fisheries, and forestry	2	100.0%
Mining	1	100.0
Contract construction	13	61.5
Manufacturing	34	64.7
Transportation, communication, and utilities	9	55.6
Wholesale and retail trade	11	100.0
Finance, insurance, and real estate	2	100.0
Services	23	52.2
Government	7	57.1

*Statistics include only those who (a) had a work-related illness or injury in the three years prior to their interviews that kept them away from working for more than two weeks and (b) had inadequate insurance coverage (for medical or living expenses or both) for the illness or injury

**Excludes minority races other than blacks

***Based upon 1970 Census codes

****Excludes farm workers

6. HOURS AND OTHER TIME-RELATED PROBLEMS

Table 6.1

Inconvenient or Excessive Hours

Could you tell me what problems or difficulties you run into concerning the hours you work, your work schedule, or overtime?

Problems with hours	Percentage 1969 (N=1520)	 1973 (N=2137)
Worker reports a problem	29.5%	39.4%
Worker does not report a problem	70.5	60.6

Note: See also Section 4

Table 6.2

Inconvenient or Excessive Hours--Severity of Problems

How much of a problem for you (is this/are these things)?

Degree of severity	Percentage reporting each of four degrees of severity * 1969 (N=462)	 1973 (N=826)
No problem at all	7.4%	8.5%
A slight problem	54.8	57.4
A sizeable problem	26.4	25.4
A great problem	11.5	8.7

*Includes only workers with a problem with hours as defined in Table 6.1

Table 6.3

Inconvenient or Excessive Hours--Types of Problems

Could you tell me what problems or difficulties you run into concerning the hours you work, your work schedule, or overtime?

	Percentage of total number of problems*	
Problems with hours	1969 (Number of problems=519)	1973 (Number of problems=931)
"Time slot," starting work too early, leaving too late	19.1%	24.9%
Work schedule interferes with family life	**	23.7
Overtime or overtime compensation	19.3	12.2
Irregular or unpredictable hours	11.8	7.6
Difficulty completing assigned work in time available	6.0	7.4
Excessive hours	19.8	5.7
Hours create transportation difficulties	**	4.2
"The hours" or "the days" mentioned but not further elaborated	6.6	3.0
Inadequate control by worker over his or her hours	3.7	2.1
Meal times, relief periods, breaks	1.7	1.8

*Includes only workers with a problem with hours as defined in Table 6.1. Percentages do not add to 100 because of the exclusion from the table of those problems constituting less than one percent of the total in 1973.

**A 1969 percentage is not available because the problem was not mentioned frequently enough in the 1969 survey to warrant a separate coding category. Its addition to the 1973 coding might therefore have drawn from other coding categories some responses that might have been otherwise coded had the category remained excluded.

Table 6.4

Inconvenient or Excessive Hours by Sex, Age, Race, Education, Employment Status, Occupation, Collar Color, and Industry

	Reports of problem	
	Base N	Percentage
Sex		
Men	1322	41.8%
Women, primary or sole wage earners	286	33.9
Women, secondary wage earners	518	36.1
Age		
Under 21	175	37.7%
21-29	579	49.1
30-44	649	41.4
45-54	440	34.1
55-64	248	25.4
65 or older	41	19.5
Race*		
White	1884	40.3%
Black	175	30.9
Education		
Eight years or less	242	26.0%
Some high school	302	36.4
High school diploma or equivalent	822	37.7
Some college	442	44.6
College degree or more	322	49.7

Table 6.4 (continued)

	Reports of problem	
	Base N	Percentage
Employment status		
Self-employed	245	46.1%
Wage-and-salaried	1892	38.6
Occupation**		
Professional and technical	319	45.1%
Managers and administrators, except farm	323	49.8
Sales	109	49.5
Clerical	349	30.1
Craftworkers	268	34.0
Operatives, except transport	299	39.8
Transport equipment operatives	70	38.6
Non-farm laborers	76	23.7
Farmers and farm managers	44	38.6
Farm laborers and farm foremen	14	57.1
Service workers, except private household	235	38.3
Private household workers	15	20.0
Collar Color***		
White	1107	42.1%
Blue	956	36.2
Industry		
Agriculture, fisheries, and forestry	69	36.2%
Mining	10	50.0
Contract construction	138	31.2
Manufacturing	521	36.5
Transportation, communication, and utilities	127	42.5
Wholesale and retail trade	382	50.0
Finance, insurance, and real estate	123	39.8
Services	554	38.3
Government	139	30.9

*Excludes minority races other than blacks

**Based upon 1970 Census codes

***Excludes farm workers

Table 6.5

Unsteady Employment

Do you think of your job as one where you have regular, steady work *throughout the year*, is it seasonal, are there frequent layoffs, or what?

Steadiness of employment	Percentage 1969 (N=1524)	 1973 (N=2153)
Steady employment	89.7%	91.3%
Seasonal employment	7.3	6.7
Frequent layoffs	2.3	1.8
Other forms or combinations of unsteady employment	0.7	0.2

Note: See also Section 4.

Table 6.6

Unsteady Employment--Severity of Problems

How much of a problem for you is this lack of steady employment?

Degree of severity	Percentage reporting each of four degrees of severity * 1969 (N=173)	 1973 (N=190)
No problem at all	35.3%	34.7%
A slight problem	30.1	40.0
A sizeable problem	15.6	15.8
A great problem	19.1	9.5

*Includes only workers with a problem with unsteady employment

Table 6.7

Unsteady Employment by Sex, Age, Race, Education, Employment Status, Occupation, Collar Color, and Industry

	Reports of problem	
	Base N	Percentage
Sex		
Men	1337	9.2%
Women, primary or sole wage earners	287	8.4
Women, secondary wage earners	518	7.9
Age		
Under 21	175	18.3%
21-29	582	10.5
30-44	657	7.5
45-54	442	6.3
55-64	251	5.6
65 or older	41	9.8
Race*		
White	1899	8.6%
Black	175	10.3
Education		
Eight years or less	242	11.2%
Some high school	306	13.1
High school diploma or equivalent	825	8.1
Some college	447	7.8
College degree or more	326	5.5

Table 6.7 (continued)

	Reports of problem	
	Base N	Percentage
Employment status		
Self-employed	249	12.0%
Wage-and-salaried	1904	8.3
Occupation**		
Professional and technical	319	4.1%
Managers and administrators, except farm	327	5.8
Sales	109	8.3
Clerical	353	2.8
Craftworkers	270	17.0
Operatives, except transport	299	8.4
Transport equipment operatives	71	14.1
Non-farm laborers	77	24.7
Farmers and farm managers	46	10.9
Farm laborers and farm foremen	14	21.4
Service workers, except private household	237	11.4
Private household workers	15	6.7
Collar Color***		
White	1115	4.8%
Blue	962	13.1
Industry		
Agriculture, fisheries, and forestry	71	12.7%
Mining	10	20.0
Contract construction	137	40.1
Manufacturing	525	6.9
Transportation, communication, and utilities	129	3.1
Wholesale and retail trade	386	8.8
Finance, insurance, and real estate	123	1.6
Services	552	6.2
Government	144	2.8

*Excludes minority races other than blacks

**Based upon 1970 Census codes

***Excludes farm workers

Table 6.8

Regularity of Work Schedule

Do you generally work the same days each week?
Do you generally work the same hours each day?

Work schedule	Percentage 1969 (N=1530)	1973 (N=2152)
Same hours and days all the time	78.1%	76.6%
Different days, but same hours during those days	3.9	4.6
Different hours during the day, but same days	11.4	12.2
Both days and hours vary	6.6	6.6

Table 6.9

Hours Worked Each Week on Main Job

The "forty-hour week" is a very common term. When people give the hours they work a second thought, however, and start counting the hours up, they sometimes find that they work somewhat more or somewhat less than forty hours. During the average week how many hours do you work, not counting the time you take off for meals?

Hours worked each week	Percentage 1969 (N=1515)	1973 (N=2157)
20-24 1/2 hours	4.2%	3.6%*
25-29 1/2 hours	2.4	3.2
30-34 1/2 hours	4.2	5.8
35-39 1/2 hours	11.5	11.2
40 hours	39.1	32.2
40 1/2-44 1/2 hours	6.2	6.0
45-49 1/2 hours	11.0	13.6
50-54 1/2 hours	7.8	9.3
55-59 1/2 hours	4.0	4.5
60-64 1/2 hours	5.3	4.0
65 hours or more	4.8	5.9

*In the 1973 survey two workers were interviewed who met the sample selection criterion of working for 20 hours a week for pay but they did not work on any one job for 20 hours. Their sample eligibility was determined by their two part-time jobs adding up to more than 20 hours of paid work. They are included in this subsample of those working from 20-24 1/2 hours.

Table 6.10

Hours Worked Each Week on Secondary Jobs

Do you presently have any jobs besides your main job or do any other work for pay? About how many hours a week on the average do you work for pay outside of your main job?

	Percentage	
Hours worked each week	1969 (N=1513)	1973 (N=2105)
No secondary job	90.7%	90.7%
1-9 1/2 hours on secondary job	5.0	5.6
10-19 1/2 hours on secondary job	2.3	3.4
20 hours or more on secondary job	2.0	0.3

Table 6.11

Normal Time of Arrival at Work

What time do you usually arrive at work?

	Percentage*	
Time	1969 (N=1240)	1973 (N=1743)
Morning (Arrive 6:00-11:59 am)		
6:00-6:59 am	9.9%	10.9%
7:00-7:59 am	30.8	31.2
8:00-8:59 am	35.6	32.9
9:00-9:59 am	9.1	8.5
10:00-10:59 am	1.9	1.4
11:00-11:59 am	0.3	0.6
Afternoon (Arrive 12:00-5:59 pm)	6.3	8.4
Evening (Arrive 6:00-11:59 pm)	3.1	3.3
Night (Arrive 12:00-5:59 am)	3.0	2.7

*Includes only workers who generally worked the same hours each day

Table 6.12

Definition of Overtime

People differ in what they mean by the words "working overtime." In terms of your own job, what do you regard as working overtime?

Definitions of "overtime"	Percentage* 1969 (N=1525)	1973 (N=2150)
Working more than so many hours each week	42.5%	37.3%
Working more than so many hours each day	31.1	32.2
Working on particular days when worker does not normally work	16.3	14.9
Working before or after certain hours	12.9	14.1
Worker has nothing that he or she regards as "overtime"	24.4	23.5

*Percentages add to more than 100 because workers could give more than one definition of "overtime."

Table 6.13

Worker's Control Over Whether He or She Will Work Overtime

Who determines whether you're going to put in overtime hours? Is it mostly up to you or mostly up to your employer? Could you refuse to work overtime when your employer asks you to without being penalized in any way?

Extent of worker's control over his or her overtime work	Percentage* 1969 (N=1038)	1973 (N=1525)
Mostly up to worker whether he or she works overtime	35.2%	35.5%
Both worker and employer determine but worker can refuse without penalty (1969 only)	(1.3)	--
Mostly up to employer, but worker can refuse without penalty	45.6	47.7
Both worker and employer determine and worker can not refuse without penalty (1969 only)	(0.4)	--
Mostly up to employer, and worker can not refuse without penalty	17.6	16.8

*Excludes self-employed workers and workers who had nothing that they considered overtime

Table 6.14

How Often Worker Puts in Overtime

How often do you work overtime--often, once in a while, or never?

	Percentage*	
Frequency of overtime work	1969 (N=1155)	1973 (N=1629)
Often	33.5%	35.1%
Once in a while	53.2	52.8
Never	13.2	12.1

*Excludes workers who had nothing that they considered overtime

Table 6.15

Worker's Preference Concerning Amount of Overtime He or She Would Like to Work

Would you like to work less overtime hours than you presently do?
Would you like to work more overtime hours than you presently do?

	1969		1973	
Preference	Base N	Percentage	Base N	Percentage
Less overtime	997*	30.1%	1431*	33.4%
More overtime	859**	34.7	1133**	31.2

*Excludes workers who had nothing that they considered overtime and workers who never worked overtime

**Excludes workers who had nothing they considered overtime work and those who had something they considered overtime but preferred to work less overtime.

7. HEALTH AND SAFETY

Table 7.1

Health and Safety Hazards

Does your job at any time expose you to what you feel are physical dangers or unhealthy conditions?

Number of dangers or unhealthy conditions	Percentage	
	1969 (N=1531)	1973 (N=2151)
None	61.7%	58.8%
One only	19.6	20.1
Two only	12.1	12.6
Three	6.6	8.5

Note: See also Section 4.

Table 7.2

Health and Safety Hazards--Severity of Problems

How severe a problem for you is this?

	Percentage of problems rated at each of four degrees of severity *	
Degree of severity	1969 (Number of problems= 951)	1973 (Number of problems= 1494)
No problem at all	9.1%	11.3%
A slight problem	45.1	48.7
A sizeable problem	30.1	25.0
A great problem	15.7	15.0

*Includes only workers with health and safety hazard problems as defined in Table 7.1.

Table 7.3

Health and Safety Hazards--Types of Problems

What are those dangers or unhealthy conditions?

Type of problem	Percentage of problems of each type* 1969(Number of problems= 917)	 1973(Number of problems= 1513)
Hazardous Job Environment, Procedures or Materials:		
Worker uses inherently dangerous materials (e.g. fire, caustic chemicals)	19.2%	19.0%
Worker uses inherently dangerous equipment, tools, or machines (e.g., heavy machinery)	12.5	13.1
Worker uses inherently hazardous methods or procedures (e.g., working at great heights)	8.4	11.4
Worker exposed to materials which are not inherently dangerous but which are hazardous due to amounts of exposure (e.g., dust, lint, smog)	5.7	6.7
Worker is exposed to communicable disease	6.0	6.2
Worker is exposed to transportation hazards experienced while going to, or from, or around on the job	4.4	4.5
Worker is exposed to natural hazards (e.g., exposure to the elements)	4.6	4.0
Worker is exposed to placement hazards (e.g., things badly piled, in danger of shifting)	6.9	3.5
Worker is not given enough human or machine help in performing physical activities (e.g., lifting heavy materials)	3.8	3.5
Worker is exposed to extremes of temperature or humidity	5.8	2.4
Worker is exposed to slippery floors or footing (e.g., grease or oil on floor)	2.5	1.9

Table 7.3 (continued)

Type or problem	Percentage of problems of each type *	
	1969 (Number of problems= 917)	1973 (Number of problems= 1513)
Hazardous Job Environment, Procedures or Materials:		
Worker experiences poor sanitary conditions while on the job	1.7%	1.9%
Excessive noise	**	1.6
Worker uses inadequately repaired, or defective tools, machines, or equipment	2.1	1.6
Dangers from People or Animals:		
Worker is exposed to violence or abuse from customers or clients	3.2	5.2
Worker is exposed to violence or abuse from people who are not customers or clients	4.3	3.1
Worker is exposed to dangers from animals	1.4	1.3

*Includes only workers with health and safety hazards problems as defined in Table 7.1. Percentages do not add to 100 because of the exclusion from the table of those problems constituting less than one percent of the total in 1973.

**Not more than 1.4 percent, the minimum value reported in the comparable table in Quinn et al. (1971).

Table 7.4

Health and Safety Hazards by Sex, Age, Race, Education, Employment Status, Occupation, Collar Color, and Industry

	Reports of problem	
	Base N	Percentage
Sex		
Men	1339	46.8%
Women, primary or sole wage earners	287	27.5
Women, secondary wage earners	520	35.4
Age		
Under 21	175	45.1%
21-29	584	39.4
30-44	658	43.0
45-54	443	41.3
55-64	251	41.8
65 or older	41	19.5
Race*		
White	1901	41.5%
Black	177	40.7
Education		
Eight years or less	242	56.2%
Some high school	306	48.7
High school diploma or equivalent	826	42.0
Some college	449	35.2
College degree or more	327	29.1

Table 7.4 (continued)

	Reports of problem	
	Base N	Percentage
Employment status		
Self-employed	250	38.4%
Wage-and-salaried	1907	41.7
Occupation**		
Professional and technical	319	34.5%
Managers and administrators, except farm	328	25.9
Sales	109	27.5
Clerical	355	18.6
Craftworkers	270	60.7
Operatives, except transport	300	61.0
Transport equipment operatives	71	71.8
Non-farm laborers	77	55.8
Farmers and farm managers	46	84.8
Farm laborers and farm foremen	14	71.4
Service workers, except private household	237	43.5
Private household workers	15	0.0
Collar Color***		
White	1118	26.4%
Blue	963	56.1
Industry***		
Agriculture, fisheries, and forestry	71	77.5%
Mining	10	60.0
Contract construction	138	58.0
Manufacturing	525	54.5
Transportation, communication, and utilities	129	38.0
Wholesale and retail trade	387	27.6
Finance, insurance, and real estate	123	17.1
Services	554	35.0
Government	144	43.1

*Excludes minority races other than blacks
**Based upon 1970 Census codes
***Excludes farm workers

Table 7.5

Place Where Worker Spends Most of His or Her Working Time

Is there any one place or building where you spend most of your working time, or do you work in several different places?

Place where working time is spent	Percentage 1969 (N=1531)	 1973 (N=2156)
Worker spends most of the time in one place	71.8%	77.3%
Worker does not spend most of the time in one place	28.2	22.7

Table 7.6

Unpleasant Physical Conditions

Are the physical conditions at the place where you spend most of your working time as comfortable and pleasant as you would like or would you like them to be better?

Unpleasant physical working conditions	Percentage* 1969 (N=1047)	 1973 (N=1666)
Worker reports unpleasant conditions	33.2%	39.0%
Worker reports no unpleasant conditions	66.8	61.0

*Includes only workers who spent most of their time working in one building or place.

Note: See also Section 4.

Table 7.7

Unpleasant Physical Conditions--Severity of Problems

How much of a problem (does this condition/do these conditions) create for you?

Degree of severity	Percentage reporting each of four degrees of severity * 1969 (N=350)	 1973 (N=643)
No problem at all	7.1%	11.7%
A slight problem	55.1	51.9
A sizeable problem	26.0	27.2
A great problem	11.7	9.2

*Includes only workers who spent most of their time working in one building or place and who reported one or more unpleasant physical working conditions.

Table 7.8

Unpleasant Physical Conditions--Types of Problems

Type of problem	Percentages of problems of each type *	
	1969 (Number of problems= 577)	1973 (Number of problems= 1055)
Inadequate, antiquated or uncomfortable furnishings	8.8%	16.2%
Too hot	16.6	15.1
Too cold	17.0	12.0
Work areas too crowded or badly arranged	14.7	11.0
Unclean	10.2	9.8
Inadequate rest room, eating, or lounging facilities	6.1	8.5
Noisy	2.9	5.1
Inadequate ventilation (with no citation of noxious vapors)	4.3	4.1
Noxious vapors (e.g., dangerous gases, fumes)	2.1	3.7
Worker has inadequate equipment to do his or her job	3.6	3.3
Miscellaneous problems with temperature or humidity	2.5	3.0
Inadequate lighting	3.5	2.8

---

*Includes only workers who spent most of their time working in one building or place and who reported one or more unpleasant physical working conditions. Percentages do not add to 100 because of the exclusion from the table of those problems constituting less than one percent of the total in 1973.

Table 7.9

Unpleasant Physical Conditions by Sex, Age, Race, Education, Employment Status, Occupation, Collar Color, and Industry

	Reports of problem*	
	Base N	Percentage
Sex		
Men	893	38.6%
Women, primary or sole wage earners	261	31.8
Women, secondary wage earners	503	43.7
Age		
Under 21	145	49.0%
21-29	467	43.0
30-44	498	42.4
45-54	322	31.1
55-64	193	31.6
65 or older	36	11.1
Race**		
White	1460	39.2%
Black	144	41.0
Education		
Eight years or less	173	43.4%
Some high school	226	37.2
High school diploma or equivalent	623	39.5
Some college	361	38.2
College degree or more	277	36.8
Employment status		
Self-employed	162	20.4%
Wage-and-salaried	1504	41.0

Table 7.9 (continued)

	Reports of problem*	
	Base N	Percentage
Occupation***		
Professional and technical	275	34.5%
Managers and administrators, except farm	261	35.2
Sales	69	36.2
Clerical	338	39.1
Craftworkers	152	46.7
Operatives, except transport	272	53.7
Transport equipment operatives	14	35.7
Non-farm laborers	40	45.0
Farmers and farm managers	19	5.3
Farm laborers and farm foremen	2	100.0
Service workers, except private household	205	27.8
Private household workers	10	0.0
Collar Color****		
White	949	36.5%
Blue	687	42.9
Industry		
Agriculture, fisheries, and forestry	25	20.0%
Mining	6	16.7
Contract construction	25	40.0
Manufacturing	470	47.9
Transportation, communication, and utilities	85	47.1
Wholesale and retail trade	325	34.2
Finance, insurance, and real estate	104	39.4
Services	466	33.9
Government	108	38.9

* Includes only workers who spent most of their time working in one building or place.

**Excludes minority races other than blacks

***Based upon 1970 Census codes

****Excludes farm workers

Table 7.10

Work-related Illness or Injury

Within the last three years have you had any illnesses or injuries you think were caused or made more severe by any job you had during this period? Could you tell me what these illnesses or injuries were?

	Percentage	
Number of illnesses or injuries	1969 (N=1531)	1973 (N=2157)
None	87.1%	85.7%
One only	12.9*	10.6
Two only		2.3
Three or more		0.6

*Number not further distinguished in 1969-70 survey

Note: See also Section 4.

Table 7.11

Work-related Illness or Injury--Duration

When you had (this illness or injury) did it keep you away from your job for more than two weeks?

Duration	Percentage (Total number of illnesses/injuries = 372) *
More than two weeks	30.9%
Two weeks or less	69.1

*Includes only workers with an illness or injury as defined in Table 7.10. Percentage base is number of illnesses or injuries, not number of workers.

Table 7.12

Work-related Illness or Injury--Recency

Did this occur within the last year?

Recency	Percentage (Total number of illnesses or injuries = 369)*
Within last year	60.2%
Not within last year, but within last three years	39.8

*Includes only workers with an illness or injury as defined in Table 7.10. Percentage base is number of illnesses or injuries, not number of workers.

Table 7.13

Work-related Illness or Injury--Location

When you had (this illness or injury), were you working at your present job?

Location	Percentage (Total number of illnesses or injuries=374)*
On present job	70.0%
On a different job	30.0

*Includes only workers with an illness or injury as defined in Table 7.10. Percentage base is number of illnesses or injuries, not number of workers.

Table 7.14

Work-related Illness or Injury--Severity of Problems

In general, how much of a problem did (most recent work-related illness or injury) create for you?

	Percentage of problems rated at each of four degrees of severity*	
Degree of severity	1969 (N=197)	1973 (N=303)
No problem at all	5.6%	8.6%
A slight problem	38.1	43.2
A sizeable problem	29.4	29.0
A great problem	26.9	19.1

*Includes only workers with an illness or injury as defined in Table 7.10

Table 7.15

Work-related Illnesses and Injuries--Types of Illness or Injury

Could you tell me what these illnesses or injuries were?

Type of Illness or Injury	Percentage of illness or injury of each type 1969 (Number of illnesses/injuries =253) *	 1973 (Number of illnesses/injuries =377) *
Fractures, breaking of bones	11.1%	35.1%
Sprains, strains, twists, and back injuries	14.2	24.1
Cuts, lacerations, punctures, scrapes, and other wounds	10.3	10.6
A contagious or infectious disease on the job; cold, flu	10.7	6.1
Injuries worker reports resulting from being hit by/or falling against a non-sharp object (excluding contusions, bruises, and fractures)	8.7	4.5
Heart attack and hypertension	3.2	4.0
Worker's job aggravated, but did not cause an illness or injury contracted outside of job	0.8	3.4
Dermatitis; rash, skin or tissue inflammation, boils	0.8	3.4
Eye injuries, eye strain	0.0	2.9
Hernia, rupture	3.6	2.7
Organ disorders; bladder infection; hemorrhoids; ulcers; pneumonia	7.5	2.1
Inflammation or irritation of joints or muscles	2.0	2.1
Contusions, bruises	2.4	1.6
Miscellaneous and other burns not specified as to type	0.8	1.6
Dislocations	1.6	1.3
Freezing, frostbite, or other effects of exposure to low temperatures	1.2	1.3

Table 7.15 (continued)

Work-related Illnesses and Injuries--Type of Illness or Injury

Type of illness or injury	Percentage of illness or injury of each type	
	1969(Number of illnesses/injuries =253) *	1973(Number of illnesses/injuries =377) *
Mental disorders, nervous breakdowns	2.4	0.8
Systemic poisoning; includes chemical or drug poisoning; metal poisoning, poisoning from fumes; (excludes effects of chemicals, skin surface irritations, or infected wounds)	1.2	0.8
Burns or scalds from heat	0.8	0.8
Poisoning; causal agent not specified	0.4	0.5
Accidents with multiple injuries, no one injury or type of illness predominant	0.4	0.5
Asphyxia, strangulation	0.4	0.3
Miscellaneous injuries which worker reports resulting from movement or physical strain	3.2	0.1

*Percentages do not add to 100 because of the exclusion from the table of several miscellaneous problems.

Table 7.16

Work-related Illness or Injury by Sex, Age, Race, Education, Employment Status, Occupation, Collar Color, and Industry

	Reports of problem	
	Base N	Percentage
Sex		
Men	1339	16.7%
Women, primary or sole wage earners	287	8.7
Women, secondary wage earners	520	11.2
Age		
Under 21	175	18.9%
21-29	584	17.0
30-44	658	14.0
45-54	443	12.2
55-64	251	11.2
65 or older	41	4.9
Race*		
White	1901	14.5%
Black	177	12.4
Education		
Eight years or less	242	18.2%
Some high school	306	15.7
High school diploma or equivalent	826	13.3
Some college	449	15.4
College degree or more	327	11.3
Employment status		
Self-employed	179	10.6%
Wage-and-salaried	827	12.2

Table 7.16 (continued)

	Reports of problem**	
	Base N	Percentage
Occupation* **		
Professional and technical	169	12.4%
Managers and administrators, except farm	171	9.9
Sales	45	0.0
Clerical	139	2.2
Craftworkers	134	14.2
Operatives, except transport	146	17.1
Transport equipment operatives	39	20.5
Non-farm laborers	19	21.1
Farmers and farm managers	41	4.9
Farm laborers and farm foremen	7	28.6
Service workers, except private household	79	21.5
Private household workers	10	0.0
Collar Color******		
White	525	8.0%
Blue	426	16.9
Industry		
Agriculture, fisheries, and forestry	54	7.4%
Mining	5	0.0
Contract construction	62	14.5
Manufacturing	255	14.5
Transportation, communication, and utilities	73	16.4
Wholesale and retail trade	166	11.4
Finance, insurance, and real estate	44	2.3
Services	232	9.9
Government	81	16.0

*Excludes minority races other than blacks

** Includes only workers who had been on their present jobs at least three years.

***Based upon 1970 Census codes

****Excludes farm workers

8. TRANSPORTATION TO AND FROM WORK

Table 8.1

Work Place Reported to by Worker Each Day

When you report for work each day, do you usually go to the same place?

Place to which worker reports	Percentage 1969 (N=1532)	 1973 (N=2154)
Worker reports to same place each day	91.4%	92.7%
Worker does not report to same place each day	8.6	7.3

Table 8.2

Time Spent Going to Work Each Day

On the average day, how long does it take you to get from home to the place where you report for work?

Amount of time	Percentage* 1969 (N=1407)	 1973 (N=1972)
Less than 11 minutes (includes, among others, workers who lived at or adjacent to the places where they reported for work)	39.0%	40.1%
12-17 minutes	20.2	16.2
18-29 minutes	18.7	19.0
30-59 minutes	16.6	20.7
One hour-one hour, 59 minutes	5.2	3.9
Two hours or more	0.4	0.2

*Includes only workers who reported to the same place each day

Table 8.3

Means of Transportation to and from Work

How do you usually go to and from work--in your own car, in someone else's car, on public transportation, walk, or what?

	Percentage	
Means of transportation	1969 (N=1429)	1973 (N=2149)
Ride in own car or motorcycle	69.9%	72.2%
Walk or bicycle	4.4*	9.0*
Rice in someone else's car (excluding company car)	10.7	8.6
Take public transportation	7.8	5.0
Drive company car or other company vehicle	4.5	4.0
Other means of transportation or combinations of means	2.7	1.3

*In 1969 this question was not asked of workers who lived at, or adjacent to their places of work. In 1969 these people constituted 8.4 percent of all those who reported to the same place of work each day. The increase between 1969 and 1973 in the percentage walking to work reflects in large part the 1973 inclusion of these people living at their places of work with others who walked to work.

The following statistics attempt to surmount this complication by eliminating all those who in 1973 reported walking or bicycling and all those who in 1969 walked, bicycled, or lived at (or adjacent to) their places of work. Its base is the number of workers using some type of motorized transportation.

	Percentage of all those using some type of motorized transportation	
Means of motorized transportation	1969 (N=1366)	1973 (N=1956)
Ride in own car or motorcycle	73.1%	79.3%
Ride in someone else's car (excluding company car)	11.2	9.4
Take public transportation	8.3	5.5
Drive company car or other company vehicle	4.7	4.4
Other means of transportation or combination of means	2.8	1.4

Table 8.4

Transportation Problems

What things concerning your travel to and from work do you consider problems and would like to see changed if possible?

Problems with transportation	Percentage 1969 (N=1526)*	 1973 (N=2148)
Worker reports a problem	35.3%	39.9%
Worker does not report a problem	64.7	60.1

*In 1969 workers living at or adjacent to their places of work were not asked this question and were arbitrarily designated as having no problem with transportation. Among the 1429 workers in the 1969 sample who did not live at or adjacent to their places of work, 37.7 percent reported a transportation problem.

Note: See also Section 4

Table 8.5

Transportation Problems--Severity of Problems

How much of a problem (are these things/is this) for you?

Degree of severity	Percentage reporting each of four degrees of severity * 1969 (N=529)	 1973 (N=841)
No problem at all	6.6%	7.1%
A slight problem	54.1	55.6
A sizeable problem	27.2	28.1
A great problem	12.1	9.2

*Includes only workers with a transportation problem as defined in Table 8.4

Table 8.6

Transportation Problems--Types of Problems

Type of problem	Percentage of problems of each type *	
	1969 (Number of problems= 596)	1973 (Number of problems= 968)
Traffic nuisances, inconveniences, or congestion	47.3%	54.9%
Traffic dangers	12.1	10.6
Transportation takes too long	4.4	6.6
Bad public transportation (not further elaborated)	4.5	4.3
Worker is exposed to the elements while in transit	4.4	3.4
Inconvenient public transportation schedules	7.0	3.2
Worker would like to own his or her own car	**	2.6
Transportation is too expensive	6.0	2.3
Public transportation facilities are crowded or uncomfortable	3.7	2.2
Worker's transportation inconveniences his or her family	**	2.0

*Includes only workers with a transportation problem as defined in Table 8.4. Percentages do not add to 100 because of the exclusion from the table of those problems constituting less than one percent of the total in 1973.

**Not more than 1.0 percent, the minimum value reported in the comparable table in Quinn et al. (1971).

Table 8.7

Transportation Problems by Sex, Age, Race, Education, Employment Status, Occupation, Collar Color, and Industry

	Reports of problem	
	Base N	Percentage
Sex		
Men	1336	41.8%
Women, primary or sole wage earners	283	36.7
Women, secondary wage earners	518	37.5
Age		
Under 21	175	37.1%
21-29	580	41.6
30-44	656	39.0
45-54	441	40.1
55-64	250	43.2
65 or older	41	17.1
Race*		
White	1894	39.0%
Black	177	46.9
Education		
Eight years or less	240	34.6%
Some high school	305	36.7
High school diploma or equivalent	826	39.3
Some college	448	40.4
College degree or more	322	46.9
Employment status		
Self-employed	245	26.5%
Wage-and-salaried	1903	41.6

Table 8.7 (continued)

	Reports of problem	
	Base N	Percentage
Occupation**		
Professional and technical	315	41.6%
Managers and administrators, except farm	324	40.7
Sales	109	49.5
Clerical	355	49.3
Craftworkers	270	39.6
Operatives, except transport	300	37.0
Transport equipment operatives	71	33.8
Non-farm laborers	76	39.5
Farmers and farm managers	46	10.9
Farm laborers and farm foremen	14	7.1
Service workers, except private household	237	30.4
Private household workers	15	40.0
Collar Color***		
White	1110	44.8%
Blue	962	35.9
Industry		
Agriculture, fisheries, and forestry	70	15.7%
Mining	10	20.0
Contract construction	138	44.9
Manufacturing	525	40.8
Transportation, communication, and utilities	129	46.5
Wholesale and retail trade	387	38.0
Finance, insurance, and real estate	123	52.0
Services	547	34.9
Government	144	47.9

*Excludes minority races other than blacks

**Based upon 1970 Census codes

***Excludes farm workers

9. UNIONS

Table 9.1

Union Affiliation

As part of your present job do you belong to a union or employee's association?

	Percentage*			
	1969		1973	
Union affiliation	White collar (N=755)	Blue collar (N=710)	White collar (N=1116)	Blue collar (N=958)
Work belongs to a union	20.8%	44.8%	21.8%	40.1%
Worker does not belong to a union	79.2	55.2	78.2	59.9

*Excludes farm workers

Table 9.2

Problems with Union Democracy

Could you tell me about any problems you feel there are with your union regarding how democratically it's run?

	Percentage*			
	1969		1973	
Problems with Union Democracy	White collar (N=158)	Blue collar (N=314)	White collar (N=230)	Blue collar (N=360)
Worker reports a problem	12.7%	19.7%	21.3%	34.4%
Worker does not report a problem	87.3	80.3	78.7	65.6

*Excludes farm workers and workers who did not belong to a union

Note: See also Section 4

Table 9.3

Problems with Union Democracy--Severity of Problems

How much of a problem do you feel (this is/these things are)?

	Percentage reporting each of four degrees of severity *			
	1969		1973	
Degree of severity	White collar (N=21)	Blue collar (N=64)	White collar (N=46)	Blue collar (N=116)
No problem at all	9.5%	9.4%	17.4%	18.1%
A slight problem	28.6	34.4	32.6	26.7
A sizeable problem	33.3	21.9	43.5	29.3
A great problem	28.6	34.4	6.5	25.9

*Excludes farm workers, workers who did not belong to a union, and workers who reported no problem with union democracy

Table 9.4

Problems with Union Management

Could you tell me any problems you feel there are with your union regarding how well it is managed?

	Percentage*			
	1969		1973	
Problems with Union Management	White collar (N=154)	Blue collar (N=309)	White collar (N=220)	Blue collar (N=357)
Worker reports a problem	16.9%	16.8%	15.0%	28.3%
Worker does not report a problem	83.1	83.2	85.0	71.7

*Excludes farm workers and workers who did not belong to a union

Note: See also Section 4

Table 9.5

Problems with Union Management--Severity of Problems

How much of a problem do you feel (this is/these things are)?

	Percentage reporting each of four degrees of severity *			
	1969		1973	
Degree of severity	White collar (N=27)	Blue collar (N=55)	White collar (N=34)	Blue collar (N=95)
No problem at all	3.7%	5.5%	8.8%	11.6%
A slight problem	59.3	25.5	26.5	30.5
A sizeable problem	22.2	29.1	55.9	30.5
A great problem	14.8	40.0	8.8	27.4

*Excludes farm workers, workers who did not belong to a union, and workers who reported no problem with union management

Table 9.6

Problems with Either Union Democracy or Union Management

A worker reporting a problem was one who either reported a problem with union democracy (Table 9.2) or union management (Table 9.4), or both.

	Percentage*			
	1969		1973	
	White collar (N=151)	Blue collar (N=306)	White collar (N=216)	Blue collar (N=340)
Worker reports a problem	22.5%	28.1%	26.4%	40.6%
Worker does not report a problem	77.5	71.9	73.6	59.4

*Excludes farm workers and workers who did not belong to a union

Table 9.7

Problems with Unions--Types of Problems

Type of problem	Percentage of problems of each type*			
	1969		1973	
	White collar (N=59)	Blue collar (N=161)	White collar (N=94)	Blue collar (N=266)
Union officials are too closely tied to employer's interests	1.7%	5.6%	9.6%	18.0%
Unions should be run more democratically	16.9	16.1	16.0	17.7
Competence of union personnel is questioned, with no implication of dishonesty	13.5	15.5	16.0	15.0
Slow or inefficient handling of employees' grievances and/or complaints	8.5	10.5	6.4	9.8
Worker mentions a particular benefit or arrangement that union should work for	5.1	7.4	3.2	6.0
Membership should be kept better informed	5.1	3.1	6.4	6.0
Graft or corruption among union leaders	0.0	9.3	2.1	6.0
Union funds are spent for things that worker does not like	0.0	0.6	1.1	3.0
Union dues are too high	3.4	6.2	0.0	2.3
Joining union should be on a voluntary basis	1.7	1.2	5.3	1.5
Worker suggests a specific structural change in union, but problem is not ascertained	3.4	3.7	6.4	1.5
Minority groups are not adequately represented by union	8.5	1.9	4.3	1.1

*Excludes farm workers, workers who did not belong to a union, and workers who reported no problem with union democracy or management. Percentages do not add to 100 because of the exclusion of problems constituting less than one percent of the total in 1973.

Table 9.8

Problems with Unions by Sex, Age, Race, Education, Employment Status, Occupation, Collar Color, and Industry

	Reports of problem*	
	Base N	Percentage
Sex		
Men	382	32.5%
Women, primary or sole wage earners	49	34.7
Women, secondary wage earners	127	40.9
Age		
Under 21	39	20.5%
21-29	136	49.3
30-44	168	36.9
45-54	132	29.5
55-64	83	22.9
65 or older	3	0.0
Race**		
White	498	34.3%
Black	53	39.6
Education		
Eight years or less	82	35.4%
Some high school	75	46.7
High school diploma or equivalent	227	33.0
Some college	77	39.0
College degree or more	101	25.7
Employment status		
Self-employed	18	0.0%
Wage-and-salaried	544	35.8

Table 9.8 (continued)

	Reports of problem*	
	Base N	Percentage
Occupation***		
Professional and technical	105	24.8%
Managers and administrators, except farm	20	20.0
Sales	12	25.0
Clerical	75	29.3
Craftworkers	104	42.3
Operatives, except transport	130	49.2
Transport equipment operatives	32	25.0
Non-farm laborers	25	28.0
Farmers and farm managers	5	0.0
Service workers, except private household	53	32.1
Collar Color****		
White	216	26.4%
Blue	340	40.6
Industry		
Agriculture, fisheries, and forestry	5	0.0%
Mining	3	0.0
Contract construction	39	46.2
Manufacturing	199	39.2
Transportation, communication, and utilities	68	51.5
Wholesale and retail trade	39	46.2
Finance, insurance, and real estate	8	0.0
Services	139	23.7
Government	43	16.3

*Excludes workers who did not belong to a union

**Excludes minority races other than blacks

***Based upon 1970 Census codes

****Excludes farm workers

Table 9.9

Desired Union Priorities among Union Members

Do you think your union should now put most of its effort into securing higher wages, fringe benefits, job security and things like that, or should it put most of its effort into securing more interesting and challenging work, or should it put equal effort into both?

	Percentage*	
Priority	White collar (N=226)	Blue collar (N=365)
Most effort in securing higher wages, fringe benefits, and job security	31.9%	43.8%
Most effort in securing interesting, challenging work	5.8	4.7
Equal effort in both of the above	62.4	51.5

*Excludes farm workers and workers who did not belong to a union

Table 9.10

Desired Union Priorities among Workers in General

Generally, do you think unions in this country should put most of their efforts into securing higher wages, fringe benefits, job security and things like that, or should they put most of their efforts into securing more interesting and challenging work, or should they put equal effort into both?

	Percentage	
Priority	White collar (N=1061)	Blue collar (N=914)
Most effort in securing higher wages, fringe benefits, and job security	14.6%	24.5%
Most effort in securing interesting, challenging work	19.4	7.0
Equal effort in both of the above	66.0	68.5

10. DISCRIMINATION

Table 10.1

Sex Discrimination

Do you feel in any way discriminated against on your job because you are a woman?

	Percentage*	
Report of discrimination	1969 (N=534)	1973 (N=812)
Worker reports discrimination	8.1%	13.3%
Worker does not report discrimination	91.9	86.7

*Includes women only

Note: See also Section 4.

Table 10.2

Sex Discrimination--Severity of Problems

How much of a problem for you is this discrimination that you face?

	Percentage reporting each of four degrees of severity*	
Degree of severity	1969 (N=38)	1973 (N=105)
No problem at all	7.9%	8.6%
A slight problem	50.0	54.3
A sizeable problem	28.9	18.1
A great problem	13.2	19.0

*Includes only women reporting sex discrimination

Table 10.3

Sex Discrimination--Types of Problems

In what ways do you feel you have been discriminated against?

	Percentage of problems of each type*	
Type of problem	1969 (Number of problems=43)	1973 (Number of problems=121)
Worker believes that she will be given fewer promotions than others	37.2%	42.1%
Salary inequities	39.5	38.1
Worker feels that she has been given a "bad job" (e.g., harder, dirtier)	0.0	5.0
Worker feels discriminated against in performance evaluation (e.g., her supervisor watches her work more closely than that of others)	7.0	2.5
Worker feels she has been mistreated or harassed, but does not elaborate further	7.0	1.6

*Includes only women reporting sex discrimination.
Percenteges do not add to 100 because of the exclusion from the table of those problems constituting less than one percent of the total in 1973. The 1969 data were recoded following the publication of the comparable table by Quinn et al. (1971), and the salary inequities category was added. The percentages in the 1969 column do not therefore correspond to those originally presented in Quinn et al.

Table 10.4

Sex Discrimination by Age, Race, Education, Employment Status, Occupation, Collar Color, and Industry

	Reports of problem*	
	Base N	Percentage
Age		
Under 21	80	12.5%
21-29	246	17.9
30-44	213	14.1
45-54	164	8.5
55-64	91	11.0
65 or older	16	0.0
Race**		
White	691	12.9%
Black	96	12.5
Education		
Eight years or less	74	5.4%
Some high school	138	14.5
High school diploma or equivalent	328	13.1
Some college	170	15.9
College degree or more	99	13.1
Employment status		
Self-employed	49	2.0%
Wage-and-salaried	763	14.0

Table 10.4 (continued)

	Reports of problem*	
	Base N	Percentage
Occupation***		
Professional and technical	127	16.5%
Managers and administrators, except farm	59	23.7
Sales	38	15.8
Clerical	268	14.9
Craftworkers	24	12.5
Operatives, except transport	124	12.1
Transport equipment operatives	4	0.0
Non-farm laborers	9	33.3
Farmers and farm managers	1	0.0
Service workers, except private household	144	4.2
Private household workers	14	0.0
Collar Color****		
White	494	16.4%
Blue	317	8.5
Industry		
Agriculture, fisheries, and forestry	5	0.0%
Mining	2	100.0
Contract construction	8	0.0
Manufacturing	187	16.6
Transportation, communication, and utilities	33	18.2
Wholesale and retail trade	143	14.7
Finance, insurance, and real estate	73	20.5
Services	315	6.0
Government	37	27.0

*Includes women only

**Excludes minority races other than blacks

***Based upon 1970 Census codes

****Excludes farm workers

Table 10.5

Beliefs about Job Performance of Opposite Sex

Asked of men only: Would a woman perform better, as well as, or worse than a man on your job, or would sex make no difference?

Asked of women only: Would a man perform better, as well as, or worse than a woman on your job, or would sex make no difference?

	Percentage	
How well opposite sex would do	Men (N= 1324)	Women (N= 817)
Opposite sex would do a worse job	56.0%	31.9%
Opposite sex would do a better job	1.3	2.0
Sex would make no difference	42.7	66.1

Table 10.6

Reasons for Beliefs that the Opposite Sex Would Do a Worse Job

Why is that?

Reason	Percentage of reasons used to explain why opposite sex would do a worse job*	
	Men (Number of reasons=906)	Women (Number of reasons=320)
Physical attributes	52.8%	11.3%
Intellectual capabilities	11.5	13.1
The job is strictly "a man's job" or "a woman's job," not further elaborated	7.6	16.9
Likes, interests, and attitudes about the conditions on the job	7.4	14.7
Character traits or dispositions	5.2	25.9
Co-workers could not get along or work with some of the opposite sex	5.1	2.2
Customers or clients would not accept someone of the opposite sex	3.8	10.3
Experience, training, or education	2.5	4.4
Implied dangers on the job	1.4	0.0
Commitment to the particular type of work	1.1	0.6

*Includes only reasons for why someone of the opposite sex would do a worse job. Reasons for the opposite sex doing a better job were too infrequent (19 reasons given by men, 16 by women) to warrant presentation. Percentages do not add to 100 because of the exclusion from the table of those reasons given by less than one percent of the total among men.

Table 10.7

Racial Discrimination

Do you feel in any way discriminated against on your job because of your race or national origin?

	Percentage*	
Report of discrimination	1969 (N=155)	1973 (N=175)
Worker reports discrimination	17.4%	14.9%
Worker does not report discrimination	82.6	85.1

*Includes blacks only
Note: See also Section 4.

Table 10.8

Racial Discrimination- Severity of Problem

How much of a problem for you is this discrimination that you face?

	Percentage reporting each of four degrees of severity*	
Degree of severity	1969 (N=25)	1973 (N=26)
No problem at all	4.0%	7.7%
A slight problem	32.0	23.1
A sizeable problem	24.0	46.2
A great problem	40.0	23.1

*Includes only blacks reporting racial discrimination

Table 10.9

Racial or National Origin Discrimination--Types of Problems

In what ways have you been discriminated against?

Type of problem	Percentage of problems of each type* Number of problems = 28
Worker believes he or she will be given fewer promotions than others	46.4%
Worker feels discriminated against in performance evaluation (e.g., his/her supervisor watches his/her work more closely than others)	17.9
Worker feels he/she has been given a "bad" job (e.g., harder, dirtier)	7.1
Worker feels he/she has been mistreated, harassed but does not elaborate further	3.6
Worker feels subjection to salary inequities	3.6
Worker feels he/she has been treated unsociably (e.g, others won't mix with you)	3.6
Worker feels discriminated against in hiring (e.g., it's hard to get hired if you belong to worker's race)	3.6

*Problems were reported by 22 workers. Percentages do not add to 100% since 10 miscellaneous incidents are included in the total number. Includes black workers only.

Table 10.10

Racial Discrimination by Sex, Age, Education, Employment Status, Occupation, Collar Color, and Industry

	Reports of problem*	
	Base N	Percentage
Sex		
Men	79	13.9%
Women, primary or sole wage earners	54	14.8
Women, secondary wage earners	41	14.6
Age		
Under 21	15	0.0%
21-29	42	23.8
30-44	52	15.4
45-54	37	16.2
55-64	26	7.7
65 or older	2	0.0
Education		
Eight years or less	30	10.0%
Some high school	49	8.2
High school diploma or equivalent	53	11.3
Some college	34	23.5
College degree or more	9	55.6
Employment status		
Self-employed	10	[illegible]
Wage-and-salaried	165	15.8

Table 10.10 (continued)

	Reports of problem*	
	Base N	Percentage
Occupation**		
Professional and technical	10	30.0%
Managers and administrators, except farm	10	20.0
Sales	4	0.0
Clerical	40	17.5
Craftworkers	12	0.0
Operatives, except transport	36	13.9
Transport equipment operatives	10	0.0
Non-farm laborers	10	0.0
Farmers and farm managers	1	0.0
Service workers, except private household	32	25.0
Private household workers	10	10.0
Collar Color***		
White	66	18.2%
Blue	108	13.0
Industry		
Agriculture, fisheries, and forestry	2	0.0%
Contract construction	4	0.0
Manufacturing	45	4.4
Transportation, communication, and utilities	12	25.0
Wholesale and retail trade	18	22.2
Finance, insurance, and real estate	3	0.0
Services	63	19.0
Government	19	5.3

*Includes only black workers

**Based upon 1970 Census codes

***Excludes farm workers

Table 10.11

Age Discrimination

Do you feel in any way discriminated against on your job because of your age?

	Reports of age discrimination			
	1969		1973	
Age of worker	Base N	Percentage	Base N	Percentage
Under 21 years old	97	23.7%	175	12.6%
21-29 years old	333	6.6	584	4.8
30-44 years old	486	0.6	658	1.7
45-54 years old	339	3.2	441	3.6
55-64 years old	212	4.7	249	4.8
65 years old and older	55	5.5	41	0.0

Note: See also Section 4

Table 10.12

Age Discrimination--Severity of Problem

How much of a problem for you is this discrimination that you face?

	Percentage reporting each of four degrees of severity *	
Degree of severity	1969 (N=72)	1973 (N=83)
No problem at all	9.7%	22.9%
A slight problem	55.6	42.2
A sizeable problem	27.8	22.9
A great problem	6.9	12.0

*Includes only workers reporting age discrimination

Table 10.13

Age Discrimination--Types of Problems

In what ways do you feel you have been discriminated against?

Type of problem	Percentage of problems of each type*	
	1969 (Number of problems=78)	1973 (Number of problems=96)
Worker feels that he or she will be given fewer promotions than others	20.5%	29.2%
Worker feels discriminated against in performance evaluation (e.g., his or her supervisor watches his or her work more closely than that of others)	17.9	12.5
Worker feels that he or she is treated unsociably (e.g., "the others won't mix with you")	14.1	11.5
Worker feels discriminated against in hiring practices (e.g., "it's hard to get hired if you're my age)	11.5	4.2
Worker feels that he or she has been mistreated or harassed, but does not elaborate further)	2.6	7.3
Worker feels that he or she has been given a "bad" job (e.g., harder, dirtier)	6.4	6.3

*Includes only workers reporting age discrimination.
Percentages do not add to 100 because of the exclusion from the table of those problems constituting less than one percent of the total in 1973.

Table 10.14

Age Discrimination by Sex, Race, Education, Employment Status, Occupation, Collar Color, and Industry

	Reports of problem	
	Base N	Percentage
Sex		
Men	1335	4.1%
Women, primary or sole wage earners	287	2.1
Women, secondary wage earners	518	5.4
Race*		
White	1897	4.4%
Black	175	2.9
Education		
Eight years or less	241	3.7%
Some high school	306	2.0
High school diploma or equivalent	824	3.2
Some college	448	7.4
College degree or more	327	4.6
Employment status		
Self-employed	247	2.0%
Wage-and-salaried	1904	4.4

Table 10.14 (continued)

	Reports of problem	
	Base N	Percentage
Occupation**		
Professional and technical	319	5.3%
Managers and administrators, except farm	326	3.1
Sales	108	4.6
Clerical	355	5.4
Craftworkers	270	3.7
Operatives, except transport	298	4.7
Transport equipment operatives	71	4.2
Non-farm laborers	76	3.9
Farmers and farm managers	46	2.2
Farm laborers and farm foremen	14	0.0
Service workers, except private household	237	3.0
Private household workers	15	0.0
Collar Color***		
White	1115	4.6%
Blue	960	3.9
Industry		
Agriculture, fisheries, and forestry	71	1.4%
Mining	10	10.0
Contract construction	138	3.6
Manufacturing	524	3.2
Transportation, communication, and utilities	129	3.9
Wholesale and retail trade	385	5.5
Finance, insurance, and real estate	122	5.7
Services	554	4.0
Government	144	4.2

*Excludes minority races other than blacks.

**Based upon 1970 Census codes

***Excludes farm workers

11. EMPLOYMENT AGENCIES

Table 11.1

Worker's Use of Employment Agencies

Within the past three years have you tried to find a job through a private employment agency?
Within the past three years have you tried to find a job through the state employment service?

	Percentage	
Use of employment agencies	1969 (N=1530)	1973 (N=2151)
Worker sought job through private agency only	5.1%	3.8%
Worker sought job through state agency only	6.7	7.2
Worker sought job through both private and state agencies	3.5	3.7
Worker did not seek job through any employment agency	84.7	85.3

Table 11.2

Mistreatment by Employment Agencies

Could you tell me what problems or difficulties you ran into in dealing with the agency?

	Percentage of workers whose recent experience was with a private agency *		Percentage of workers whose recent experience was with a state agency *	
Report of problem	1969 (N=102)	1973 (N=113)	1969 (N=124)	1973 (N=199)
Worker reports a problem	52.0%	49.6%	43.5%	58.8%
Worker does not report a problem	48.0	50.4	56.5	41.2

*Includes only workers who had dealings with an employment agency within the three years prior to their interviews.

Note: See also Section 4.

Table 11.3

Mistreatment by Employment Agencies--Severity of Problems

In general, how severe would you say (this problem was/these problems were) that you've just told me about concerning the agency?

	Percentage reporting each of four degrees of severity*			
	Problems with private agency		Problems with state agency	
Degree of severity	1969 (N=53)	1973 (N=58)	1969 (N=57)	1973 (N=111)
No problem at all	13.2%	13.8%	5.3%	3.6%
A slight problem	18.9	10.3	28.1	26.1
A sizeable problem	28.3	44.8	47.4	42.3
A great problem	39.6	31.0	19.3	27.9

*Includes only workers reporting a problem with employment agencies as defined in Table 11.2

Table 11.4

Mistreatment by Employment Agencies--Types of Problems

	Percentage of problems of each type*			
	Problems with private agency		Problems with state agency	
Type of problem	1969 (Number of problems = 76)	1973 (Number of problems = 68)	1969 (Number of problems = 70)	1973 (Number of problems = 146)
Agency failed to find a job for worker	14.5%	16.2%	31.4%	50.0%
Worker was referred to jobs that were bad jobs, jobs unsuited to his or her skills, or jobs too far away	27.6	29.4	22.9	17.8
Agency was unreasonable or deceitful in financial matters	18.4	16.2	1.4	0.0
Other problems, including discrimination, lack of personal consideration, rudeness, or other forms of neglect or incompetence	34.2	29.4	38.6	26.0

*Includes only workers reporting a problem with employment agencies as defined in Table 11.2. Percentages do not add to 100 because of the exclusion from the table of those problems constituting less than one percent of the total in 1973.

Table 11.5

Mistreatment by Employment Agencies by Sex, Age, Race, Education, Employment Status, Occupation, Collar Color, and Industry

	Reports of problem*	
	Base N	Percentage
Sex		
Men	216	54.2%
Women, primary or sole wage earners	45	37.8
Women, secondary wage earners	81	55.6
Age		
Under 21	50	58.0%
21-29	180	53.9
30-44	71	45.1
45-54	35	57.1
55-64	3	33.3
65 or older	3	0.0
Race**		
White	308	51.3%
Black	23	65.2
Education		
Eight years or less	13	15.4%
Some high school	27	51.9
High school diploma or equivalent	132	55.3
Some college	107	53.3
College degree or more	60	50.0
Employment status		
Self-employed	14	42.9%
Wage-and-salaried	328	52.7

Table 11.5 (continued)

	Reports of problem*	
	Base N	Percentage
Occupation***		
Professional and technical	47	42.6%
Managers and administrators, except farm	48	64.6
Sales	15	46.7
Clerical	68	61.8
Craftworkers	43	58.1
Operatives, except transport	46	45.7
Transport equipment operatives	8	62.5
Non-farm laborers	20	40.0
Farmers and farm managers	4	0.0
Farm laborers and farm foremen	2	0.0
Service workers, except private household	40	50.0
Private household workers	1	0.0
Collar color****		
White	179	54.7%
Blue	157	51.6
Industry		
Agriculture, fisheries, and forestry	6	0.0%
Contract construction	17	58.8
Manufacturing	90	56.7
Transportation, communication, and utilities	10	80.0
Wholesale and retail trade	63	41.3
Finance, insurance, and real estate	36	58.3
Services	89	43.8
Government	18	83.3

*Includes only workers who had dealings with an employment agency within three years prior to their interviews

**Excludes minority races other than blacks

***Based upon 1970 Census codes

****Excludes farm workers

12. JOB SECURITY

Table 12.1

Probability of Automation

How likely is it that in the next few years machines or computers will be doing a lot of the things you now do on your job? Is it very likely, somewhat likely, a little likely, or not at all likely?

Worker's assessment of likelihood of machine taking over his or her job	Percentage	
	1969 (N=1530)	1973 (N=2150)
Very likely	7.3%	8.8%
Somewhat likely	7.7	11.7
A little likely	9.7	10.7
Not at all likely	75.0	68.7
Don't know	0.3	0.0

Table 12.2

Job Security in Face of Automation

If this (automation of your job) happens, would you be out of a job, or would your employer find something else for you to do, or would your job just be adapted to the machine or computer, or what?

What worker thinks would happen to him or her were his or her job automated	Percentage*	
	1969 (N=373)	1973 (N=640)
Worker would be out of a job	14.2%	14.1%
Employer would give worker another job	32.2	35.8
Worker's job would be adapted to machine or computer	47.2	49.7
Other	3.2	0.5
Don't know	3.2	0.0

*Excludes workers who felt it was "not at all likely" that machines or computers would replace them

Table 12.3

Ease of Getting Comparable Job

About how easy would it be for you to find a job with another employer with approximately the same income and fringe benefits you now have? Would you say very easy, somewhat easy, or not easy at all?

	Percentage *	
Ease of finding new job	1969 (N=1301)	1973 (N=1887)
Very easy to find a similar job	40.2%	27.0%
Somewhat easy to find a similar job	29.4	35.8
Not easy at all to find a similar job	30.4	37.1

* Includes only wage-and-salaried workers

Table 12.4

Estimated Value of Worker's Skills Five Years Hence

How useful and valuable will your present job skills be five years from now --will they be very useful and valuable, somewhat, a little, or not at all useful and valuable?

Usefulness	Percentage (N=2140)
Very useful and valuable	67.5%
Somewhat useful and valuable	17.8
A little useful and valuable	5.8
Not at all useful and valuable	8.9

Table 12.5

Perceived Shortage of Worker's Skills

Is there a shortage of workers in this (geographical) area who have your experience, training, and skills?

Perception of shortage	Percentage (N=2088)
Worker perceives a shortage	47.0%
Worker does not perceive a shortage	53.0

13. SUPERVISION AND INTERPERSONAL RELATIONS

Table 13.1

Existence of an Identifiable "Supervisor"

Is there one person you think of as your immediate supervisor or boss--someone who is directly over you?

	Percentage*	
Existence of a "supervisor"	1969 (N=1318)	1973 (N=1906)
Worker has a supervisor	96.3%	95.1%
Worker does not have a supervisor	3.7	4.9

* Includes only wage-and-salaried workers

Table 13.2

Sex of Supervisor by Sex of Worker

Is your immediate supervisor a man or a woman?

	Percentage*	
Sex of supervisor	Men workers (N=1062)	Women workers (N=747)
Male (N=1497)	57.3%	25.5%
Female (N=312)	1.4	15.8

* Includes only wage-and-salaried workers with identifiable supervisors.

Dimensions of Supervisory Behavior

Workers were asked in 1973 to rate their supervisors in terms of 1 characteristics. A cluster analysis of these indicated the existence (three readily interpretable clusters based on twelve of the questions: tence; Work Facilitation; and Consideration. Summary indices based on twelve questions in these three clusters had internal consistency relia ties of .74, .85, and .73, respectively. The questions included in eac cluster are shown in Table 13.3.

Table 13.3

Supervisory Behavior

I'll read some things that may or may not be true of (your supervisor). How true is it that (he/she) . . .

Behavior	Base N	Percentage* Very true	 Somewhat true	 Not too true	 N a t
Competence:					
Knows his/her own job well	1797	71.6%	19.1%	6.0%	
Maintains high standards of performance in his/her own work	1777	62.5	27.8	7.3	
Work Facilitation:					
Encourages those he/she supervises to develop new ways of doing things	1795	41.8	31.1	16.6	1
Shows you how to improve your performance	1791	40.5	34.4	15.8	
Encourages those he/she supervises to work as a team	1783	54.0	28.4	10.8	
Offers new ideas for solving job-related problems	1785	38.0	37.3	15.4	
Encourages those he/she supervises to exchange opinions and ideas	1787	42.1	30.8	16.6	1
Encourages those he/she supervises to give their best effort	1798	67.3	25.3	4.4	

Table 13.3 (continued)

		Percentage*			
Behavior	Base N	Very true	Some-what true	Not too true	Not at all true
Consideration:					
Lets those he/she supervises set their work pace	1801	44.5%	40.0%	9.3%	6.2%
Lets those he/she supervises alone unless they want help	1797	59.9	28.7	6.8	4.5
Pays attention to what you're saying	1801	60.1	27.0	9.0	3.9
Is willing to listen to your job-related problems	1793	68.4	22.0	6.5	3.0
Other:**					
Insists that those he/she supervises follow the rules	1800	49.3	40.3	8.7	1.7
Insists that those under him/her work hard	1798	40.1	37.6	16.3	6.0
Has influence with his/her own supervisor	1633	50.8	31.6	9.7	7.9

* Includes only wage-and-salaried workers with identifiable supervisors

**These three aspects of supervisory behavior were not part of any of the three clusters identified in the cluster analysis.

Table 13.4

Invasion of Privacy

Do you feel that your supervisor or the personnel office ever go into your personal matters that you think are none of their business?

Report of problem	Percentage* 1969 (N=1313)	1973 (N=1895)
Worker reports a problem	8.9%	10.2%
Worker does not report a problem	91.1	89.8

*Includes only wage-and-salaried workers

Note: See also Section 4.

Table 13.5

Invasion of Privacy--Severity of Problem

How much of a problem do you feel this is?

Degree of severity	Percentage reporting each of four degrees of severity* 1969 (N=111)	1973 (N=181)
No problem at all	27.9%	23.8%
A slight problem	44.1	49.7
A sizeable problem	15.3	15.5
A great problem	12.6	11.0

*Includes only workers reporting a problem with invasion of privacy as defined in Table 13.4

Table 13.6

Invasion of Privacy--Types of Problems

In what ways have they gone into your personal matters?

	Percentage of problems of each type *	
Type of problem	1969 (Number of problems= 114)	1973 (Number of problems= 181)
Employer divulges personal information about employee to unspecified other people, looks into employee's home life, politics, police record	56.2%	68.0%
Employer collects financial or credit information on employee	7.0	9.9
Employer collects "ratings" on subordinates by supervisor or others in the company	1.8	5.5
Employer demands that his/her employees engage in particular social or other activities when they are officially off the job	4.4	5.0
Employer pressures employee into thinking a certain way	12.3	0.9
Employer collects medical information on employees	4.4	4.4
Employer requires employees to take "personality tests" or fill out forms the content of which may be embarrassing or incriminating	0.9	1.1

*Includes only workers reporting a problem with invasion of privacy as defined in Table 13.4. Percentages do not add to 100 because of the exclusion from the table of those problems constituting less than one percent of the total in 1973.

Table 13.7

Invasion of Privacy by Sex, Age, Race, Education, Occupation, Collar Color, and Industry

	Reports of problem*	
	Base N	Percentage
Sex		
Men	1130	8.5%
Women, primary or sole wage earners	266	14.3
Women, secondary wage earners	490	12.2
Age		
Under 21	171	14.0%
21-29	545	13.0
30-44	585	7.2
45-54	357	13.2
55-64	205	4.9
65 or older	27	0.0
Race**		
White	1653	9.3%
Black	167	19.2
Education		
Eight years or less	209	9.1%
Some high school	268	10.1
High school diploma or equivalent	735	11.3
Some college	391	10.2
College degree or more	286	8.4

Table 13.7 (continued)

	Reports of problem*	
	Base N	Percentage
Occupation***		
Professional and technical	293	9.9%
Managers and administrators, except farm	203	5.4
Sales	94	12.8
Clerical	351	14.5
Craftworkers	263	6.5
Operatives, except transport	293	10.9
Transport equipment operatives	69	14.5
Non-farm laborers	71	9.9
Farm laborers and farm foremen	14	0.0
Service workers, except private household	218	10.1
Private household workers	10	10.0
Collar Color****		
White	948	11.0%
Blue	917	9.6
Industry		
Agriculture, fisheries, and forestry	23	0.0%
Mining	10	0.0
Contract construction	113	9.7
Manufacturing	512	9.0
Transportation, communication, and utilities	126	17.5
Wholesale and retail trade	315	11.1
Finance, insurance, and real estate	112	17.0
Services	473	7.6
Government	142	14.1

*Includes only wage-and-salaried workers

**Excludes minority races other than blacks

***Based upon 1970 Census codes

****Excludes farm workers

Table 13.8

Supervisory Status

Do you supervise anyone as part of your job?

Supervisory status	Percentage 1969 (N=1532)	 1973 (N=2151)
Worker supervises someone	45.8%	43.5%
Worker does not supervise anyone	54.2	56.5

Table 13.9

Size of Work-group

Is there any group of people you think of as your co-workers--people whom you see just about every day and with whom you have to work closely in order to do your job? About how many people are there in this group?

Size of work-group	Percentage (N=2144)
Worker has no identifiable work-group	18.4%
Only one other person	3.7
Two or three other persons	16.1
Four or five other persons	16.0
Six to ten other persons	22.9
Eleven to nineteen other persons	10.5
20 or more other persons	12.3

Table 13.10

Behavior of Co-workers

How many of your co-workers . . . (exhibit each of the behaviors listed below)?

		Percentage*				
Behavior	Base N	All	A lot	Some	A few	None
Try to get you to give your best effort	1748	30.7%	15.7%	23.5%	13.5%	16.6%
Know their own jobs well	1760	41.3	28.4	21.9	7.8	0.6
Have to work with you so that you can get your job done	1754	33.0	11.9	17.5	20.4	17.3
Have the same off-the-job interests as you	1686	7.6	11.2	25.3	36.0	19.9
Offer you new ideas about how to solve job-related problems	1757	15.6	8.7	31.0	27.8	16.9

*Includes only workers who had an identifiable group of co-workers

Table 14.1

Comparison of when Workers want to be Promoted and when they Think they will be Promoted

Of course the future is uncertain, but approximately how many years or months do you think it will be before you are asked to take on a job at a higher level where you work now?
Approximately when would you like to take on a job at a higher level where you now work?

Comparison of Times	Percentage* 1969 (N=929)	Percentage* 1973 (N-1970)
Worker wants to be promoted; the time when he/she wants to be promoted and when he/she expects to be promoted are the same (excludes category immediately following)	10.7%	18.3%
Worker never wants to be promoted and never expects to be**	42.5	40.6
Worker expects to be promoted at a time sooner than he/she would like	3.0	1.1
Worker expects to be promoted at a time later than he/she would like (excludes category immediately following)	24.0	23.2
Worker wants promotion immediately but thinks it will never be offered**	19.3	8.7
Worker wants promotion at some time but never expects it will be offered	23.0	11.4

*Excludes self-employed workers and workers who were in the process of being promoted at the time of the interview, and workers for whom answers were not obtained on either of the two questions asked

**Responses of more than 20 years are coded as "never".

Table 14.2

Reasons for Not Expecting Promotion

(Includes only wage-and-salaried workers who indicated that they never expected to be promoted at their present place of employment.) Why is that?

Reason for not expecting Promotion	Percentage of total number of reasons reported (Number of reasons=1005) *
There are no positions higher up than the one worker has	31.5%
Worker does not intend to stay with his/her employer, so no promotions are offered	14.5
Worker is happy where he/she is; doesn't want promotion, his/her employer knows this, so no promotion is offered	13.9
Worker does not want a higher position	8.7
There are no vacant positions higher up than the one worker has	8.2
Worker is not technically qualified for the next higher position	8.2
Members of worker's group (i.e., blacks, women) are discriminated against; they are not offered promotions	5.6
Worker is not physically qualified for the next higher position	1.8
Worker is too old for a promotion	1.8

*Percentages do not add to 100 due to exclusion from the table of those problems constituting less than one percent of the total.

Table 14.3

Reasons for Not Wanting Promotion

(Includes only wage-and-salaried workers who indicated that they never wanted to be promoted at their present place of employment.) Why is that?

Reason for not wanting promotion	Percentage of total number of reasons reported (Number of reasons = 914) *
Worker is happy; satisfied with his/her present job	21.6%
Worker doesn't want to/can't be promoted because there are no opportunities to get one where he/she works	18.9
Worker feels higher level job would not fit his/her needs or interests	10.9
Worker wants to retire	9.7
Worker doesn't feel he/she can handle or wants to take on the responsibilities or hassles of a higher level job	9.5
Worker wants to get into a different type of work	7.2
Worker would have more work and/or less pay	4.4
Worker is not technically qualified for the next higher position	3.7
Other alternative changes worker prefers other than promotions	3.4
Other negative aspects about higher level jobs	2.2
Other things about worker which makes him/her not want a promotion	2.1
Worker wants to go back to school/continue with school	1.9
Worker is not physically qualified for the next higher position	1.8
Worker doesn't want to work with the people he/she would have to work with if he/she were promoted	1.4

---

* Percentages do not add to 100 due to exclusion from the table of those problems constituting less than one percent of the total.

Table 14.4

Problems with Promotions

What would you like to see changed about the way promotions are handled where you work?

	Percentage (N=1853)*
Worker wants a change	47.9%
Worker does not want a change	52.1

*Includes wage-and-salaried workers only

Table 14.5

Problems with Promotions--Severity of Problem

How much of a problem for you is this way in which promotions are handled?

Degree of severity	Percentage reporting each of four degrees of severity (N=854)*
No problem at all	42.6%
A slight problem	27.2
A sizeable problem	18.0
A great problem	12.2

*Includes only those wage-and-salaried workers who reported problems with the way promotions are handled where they work

Table 14.6

Problems with Promotions--Types of Problems

What would you like to see changed about the way promotions are handled where you work?

Proposed changes in promotion policy	Percentage of total number of problems (Number of problems=709) *
Place more emphasis on ability	34.1%
Improve processes of evaluation	18.1
Promotions should be given to those within, instead of hiring from outside	10.6
Place more emphasis on seniority	9.2
Place less emphasis on seniority	8.0
Place less emphasis on favoritism in general	4.9
Eliminate discrimination based on sex	3.2
Eliminate discrimination based on race	1.4

*Includes only those wage-and-salaried workers who reported problems with the way promotions are handled where they work. Percentages do not add to 100 due to exclusion from the table of those problems constituting less than one percent of the total.

15. CONTENT OF WORK

Table 15.1

Ease of Changing Job Assignment

How hard or easy do you think it would be for you to get your employer to change your job assignment if you didn't like it? Would you say very hard, somewhat hard, somewhat easy, or very easy?

	Percentage*	
Degree of difficulty	1969 (N=1281)	1973 (N=1861)
Very hard	31.0%	34.7%
Somewhat hard	24.9	27.3
Somewhat easy	23.6	20.3
Very easy	20.5	17.4

*Includes wage-and-salaried workers only

Table 15.2

Demand Characteristics of Worker's Job

		Percentage			
	Base N	A lot	Some-what	A little	Not at all
How much does your job require that you have to keep learning new things--a lot, somewhat, a little, or not at all?	1530	47.1%	25.8%	13.5%	13.6%
	2155	48.1	26.8	16.1	9.0
How much does your job require you to work very fast?	1527	34.9	36.0	15.8	13.2
	2143	38.3	36.6	16.9	8.2
How much does your job require a high level of skill?	1528	40.1	32.9	15.3	11.8
	2149	42.7	33.0	16.2	8.1
How much does your job require you to work very hard?	1524	39.9	35.6	15.6	8.9
	2143	39.5	38.3	15.2	7.0
How much does your job require you to exert a lot of physical effort?	1523	29.9	22.9	23.8	23.4
	2150	25.8	24.1	33.0	17.1
How much does your job require you to be creative?	1523	29.0	22.8	14.9	33.3
	2143	28.1	23.1	22.7	26.0
How much does your job require you to do things that are very repetitious (do things over and over)?	1527	47.9	26.9	15.9	9.3
	2154	56.2	24.0	16.4	3.4
How much does your job require you to be skilled in using your hands?	1529	54.3	15.9	12.5	17.3
	2152	54.8	16.7	18.1	10.4

Table 15.3

Autonomy and Control

		Percentage		
	Base N	A lot	Some-what	A little
How much freedom does your job allow you as to how you do your work?	1528	46.6%	27.6%	13.3%
	2148	47.5	25.8	19.0
How much does your job allow you to make a lot of decisions on your own?	1528	48.7	25.1	13.2
	2153	47.1	24.8	17.6
How much does your job allow you to take part in making decisions that affect you?	2147	35.5	28.7	21.4
How much is your job one where you have a lot to say over what happens on your job?	2145	36.4	26.6	22.4

Table 15.4

Time Pressures

Would you say this is a lot, somewhat, a little, or not at all like your job--a job where there is not enough time to get things done?

Time pressure	Percentage (N=2149)
A lot	29.5%
Somewhat	31.5
A little	20.4
Not at all	18.5

Table 15.5

Resource Adequacy

For each of the following tell me whether you feel you are being given enough or not enough for you to work your best.

	Percentage reporting "enough" of each resource			
	1969		1973	
Resource	Base N	Percentage	Base N	Percentage
Facts and information you need	1510	83.0%	2148	84.8%
Machinery, tools, or other equipment you need	1511	82.9	2137	83.4
Help or assistance from those you work with	1507	80.9	2122	78.3
Authority to tell certain people what to do	1476	78.4	2058	75.6
Time in which to do what others expect of you	1500	76.8	2143	74.4

Table 15.6

Utilization of Worker's Education on the Job

What level of formal education do you feel is needed by a person in your job? What was the highest grade of school or level of education you completed?

	Percentage	
Degree of utilization of education	1969 (N=1528)	1973 (N=2135)
Worker's education is less than that needed by his or her job ("underqualified")	19.0%	19.1%
Worker's education and that needed by his or her job are the same	45.1	53.4
Worker's education is greater than that needed by his or her job ("overqualified")	35.9	27.4

Table 15.7

Utilization of Worker's Skills on the Job

Through your previous experience and training do you have some skills that you would like to be using in your work but can't use on your present job?

Degree of utilization of skills	Percentage 1969 (N=1528)	 1973 (N=2148)
Worker has skills that he or she cannot use	26.6%	24.3%
Worker can use all the skills he or she has	73.4	75.7

Table 15.8

Utilization of Worker's Skills on the Job

How much is this like your job--a job that lets you use the skills and knowledge you learned in school?

Degree of utilization of skills	Percentage (N=2155)
A lot	31.4%
Somewhat	22.5
A little	23.1
Not at all	23.1

Table 15.9

Miscellaneous Job Characteristics

How much is this like your job . . . ?

		Percentage			
Job characteristics	Base N	A lot	Some-what	A little	Not at all
A job that allows you to do a variety of different things	1529 2146	54.2% 49.4	21.0% 21.8	10.9% 15.5	13.9% 13.3
A job where you are clear on what others expect of you	2146	62.5	28.7	6.6	2.3
A job where there is always a great deal of work to be done	2153	70.6	23.2	5.3	0.8
A job where you can predict what others will expect of you tomorrow	2146	50.9	30.7	10.9	7.5

Table 15.10

Advantages and Disadvantages of Self-employment

Do you feel that you get any advantages in being self-employed and working for yourself?
Do you feel that you have any disadvantages in being self-employed and working for yourself?

Advantage or disadvantage	Percentage (N=248)*
Worker reports only advantages	41.5%
Worker reports both advantages and disadvantages	56.0
Worker reports only disadvantages	0.8
Worker reports neither advantages nor disadvantages	1.6

*Includes self-employed workers only

Table 15.11

Types of Advantages of Self-employment

What are these advantages?

Types of Advantages	Percentage reporting each type of advantage (Number of advantages =405) *
Independence, autonomy	41.9%
Control over hours	19.0
Feelings of self esteem	9.3
Other	7.4
Get fruits of labor	7.1
Control over vacations or days worked	4.4
Easy work	4.1
Pays well	3.7
Job security	2.4

*Includes self-employed workers only. Percentages do not add to 100 due to exclusion from the table of those reasons constituting less than one percent of the total.

Table 15.12

Types of Disadvantages of Self-employment

What are these disadvantages?

Types of Disadvantages	Percentage reporting each type of disadvantage (Number of disadvantages=206) *
Responsibilities	19.4%
Lack of fringe benefits	16.9
Excessive hours, workload	15.5
Economic insecurity	11.6
Problems with expenditures	10.1
Other	8.7
Problems with personnel	5.3
Headaches, hassles, etc.	4.9
Paperwork, red-tape	3.3
Problems with customers, clients	3.3

*Includes self-employed workers only. Percentages do not add to 100 due to exclusion from the table of those disadvantages constituting less than one percent of the total.

16. MEANING OF WORK

The meaning of work was defined in terms of the functions it served for the worker. Several such possible functions were distinguished.

1. Providing standards by which one evaluates both others as well as oneself.
2. Helping one keep informed about the world.
3. Helping one understand oneself.
4. Being respected.
5. Being able to afford things.
6. Having a happy home life.
7. Doing desirable work in the future.
8. Spending one's old age as one would like.
9. Doing what one wants in life.
10. Having a happy social life.
11. Making friends.

Table 16.1

Attribution of Personal or Social Characteristics Based on Occupational Information

First, how much do you think you can tell about a person just from knowing what he or she does for a living--a lot, some, a little, or nothing at all?

How much can be inferred	Percentage (N=2130)
Nothing	20.2%
A little	27.9
Some	37.0
A lot	14.8

Table 16.2

Attribution of Personal or Social Characteristics Based on Occupational Information--Types of Characteristics

What kinds of things can you tell about a person?

Characteristics	Percentage of characteristics (N=2806) *
Personality or character traits	18.1%
Level of education, amount of schooling	15.3
Person's motives, ambitions, or goals	11.0
Person's likes, dislikes, interests, or attitudes	10.5
Economic status, material things person owns	10.4
Job aptitudes, or job abilities	6.0
Person's behavior	5.5
Social status or prestige of person	4.4
Person's style of life	3.9
Job the person has	3.5
Intelligence, mental ability	2.7
Emotions or feelings	2.5
Philosophy or views on life, ethics, values	2.4

*Excludes those who said that "nothing" could be told about a person. Percentages do not add to 100 because of the exclusion from the table of those characteristics constituting less than one percent of the total.

Table 16.3

Role of Job in Keeping Worker Informed

		Percentage			
	Base N	A lot	Some-what	A little	Not at all
How much does your job help you keep informed and up-to-date about what's happening in the world?	2155	24.2%	20.8%	25.6%	29.4%
How much does your job help you to understand the sort of person you really are?	2137	28.6	28.9	21.8	20.7

Table 16.4

Role of Job in Helping Worker Achieve Selected Desirable Goals

		Percentage			
	Base N	A lot	Some-what	A little	Not at all
Would you say your being respected by other people depends a lot, somewhat, a little, or not at all on how well you do your present job?	2147	59.8%	27.0%	7.8%	5.5%
Would you say your doing the kind of work in the future that you'd most want to be doing--how much does that depend on how well you do your present job?	2126	54.2	16.2	11.4	18.3
Would you say your having a happy home life depends on how well you do your present job?	2148	53.1	20.9	10.2	15.8
Would you say your being able to afford the things you want to buy depends on how well you do your present job?	2147	49.7	26.1	15.4	8.8
Would you say your being able to spend your old age the way you'd like to depends on how well you do your present job?	2122	48.9	18.9	12.1	20.1
Would you say your being able to do the things in life that you most want to do depends on how well you do your present job?	2134	44.9	26.4	14.2	14.4
Would you say your having a happy social life depends on how well you do your present job?	2134	28.5	23.7	19.6	28.2

Table 16.5

Instrumentality of Present Job in Preparing Worker for a Desired Future Job

How much of a help do you think your present job is in providing you with some of the experience or training you need to qualify for the job you expect to have five years from now--a great help, some help, only a little help, or no help at all?

Instrumentality	Percentage (N=328)*
A great help	33.2%
Some help	16.5
A little help	17.4
No help at all	32.9

*Includes only those who expected to be in some specifiable job five years hence that would be different from their present job. (See Table 17.11).

Table 16.6

Making Acquaintances at Work

How many of the people you get together with outside of work do you know from places where you have ever worked--all of them, a lot of them, some, a few, or none.

Number	Percentage (N=2152)
None	29.4%
A few	34.2
Some	20.5
A lot	13.7
All	2.2

Table 16.7

Making Friends at Work

Among the people you feel are your best friends about how many did you first meet at places where you've ever worked--all of them, a lot of them, some, a few or none.

Number	Percentages (N=2151)
None	29.7%
A few	32.5
Some	19.8
A lot	14.5
All	3.5

Table 16.8

Attraction to Work for Non-economic Reasons

If you were to get enough money to live as comfortably as you'd like for the rest of your life, would you continue to work?

	Percentages	
Attraction to work	1969 (N=1523)	1973 (N=2148)
Worker would continue to work	67.4%	65.8%
Worker would not continue to work	32.6	34.2

Table 16.9

Reasons for Attraction to Work for Non-economic Reasons

Why would you continue to work?*
What would you miss most about not working?**

	Percentage of reasons	
	Total number of reasons to continue to work (N=1816)	Total number of things missed most about not working (N=716)
Work keeps worker from being bored	49.8%	7.4%
Work supplies direction in worker's life	16.2	8.5
Worker enjoys working	9.7	0.0
Worker rates some specific particular-liked aspect of work--worker likes what he or she is presently doing	8.6	8.0
Work is important, valuable, helps others	3.9	1.4
Work helps worker maintain his or her skills	3.3	1.4
Habit	3.0	4.6
Reasons involving co-workers	2.2	36.9
Miss nothing	0.0	28.6
Other	1.4	3.2

*Asked only of those classified in Table 16.8 as wanting to continue to work

**Asked only of those classified in Table 16.8 as not wanting to continue to work

Table 16.10

Reasons for Not Continuing to Work

Why would you not continue to work?*

Reasons for not working	Percentage of reasons (Total number of reasons = 777)
Other interests	68.7%
Worker cites a general antipathy toward work	17.1
Getting too old, want to retire	8.5
Worker cites some particular unliked aspect of work	2.6
Other	3.1

*Asked only of those classified in Table 16.8 as not wanting to continue to work

17. PERSONAL CHARACTERISTICS

The following demographic and occupational characteristics of the sample have already been shown in Tables 2.3 through 2.10: sex; race; age; education; employment status (self-employed versus wage-and-salaried); occupation; collar color; industry.

Table 17.1

Wage Earning Status

	Percentage (N=2142)
Worker is sole wage earner* in family	41.0%
Worker is not sole*, but is major wage earner in family	28.4
Worker is secondary wage earner	30.7

*Number of workers in household (with reference to which "sole" was defined) was determined as part of criteria for sampling eligibility as described in Section 2.

Table 17.2

Number of Workers in Household

Number of Workers	Percentage (N=1496)*
One worker in household	62.7%
Two	31.6
Three	4.8
Four	0.7
Five	0.2

*This is the weight variable used in other tables. Total N in this table is therefore unweighted.

Table 17.3

Size of Place of Work

About how many people work for your employer at the location where you work? --I mean all types of workers in all areas and departments.

Size of place of work	Percentage (N=2143)
One-nine workers	25.9%
Ten-49	24.1
50-99	9.8
100-499	19.3
500-999	6.7
1000-1999	4.2
2000 or more workers	10.1

Table 17.4

Job Tenure--All Workers

For how many years or months have you had the job you now have?

Tenure	Percentage (N=2
Less than one month	2.0%
One-three months	8.1
Three months-one year	22.3
One-three years	21.0
Three-five years	11.7
Five-ten years	15 9
Ten-20 years	11.7
20 years or more	6.9

Table 17.5

Employer Tenure

For how many years or months have you worked for your present employer?

	Percentage (N=1
Less than one month	1.6%
One-three months	6.3
Three months-one year	20.2
One-three years	18.4
Three-five years	11.2
Five-ten years	17.7
Ten-20 years	14.9
20 years or more	9.7

*Includes wage-and-salaried workers only

Table 17.6

Job Changes

How many times have you changed jobs or positions since coming to work for your present employer?

Number of Job Changes	Percentage (N=1901)*
Never	58.4%
One change	16.2
Two	8.1
Three	6.8
Four	4.6
Five	2.2
Six	1.3
Seven or more changes	2.4

*Includes wage-and-salaried workers only

Table 17.7

Number of Promotions

How many of the job or position changes do you consider as moves to a higher level job or position?

Number of Promotions	Percentage (N=1900)*
No promotions	63.3%
One	18.0
Two	6.8
Three	4.9
Four	4.0
Five or more	3.0

*Includes wage-and-salaried workers only. A worker classified in Table 17.6 as having never changed jobs is classified here as never having been promoted.

Table 17.8

Total Years Worked for Pay

About how many years in total have you worked for pay since you were 16 years old?

Years worked	Percentage (N=2150)
Less than one year	0.9%
One-10	36.0
11-20	24.1
21-30	20.2
31-40	13.1
41 or more years	5.3

Table 17.9

Employment Status Five Years Ago

What occupation were you in five years ago?

Employment status	Percentage (N=2157)
Worker was temporarily unemployed and looking for work	0.6%
Worker was employed	79.4
Worker was not in the labor force	20.0

Table 17.10

Employment Status Five Years Hence

What type of occupation do you expect to be in five years from now?

Future employment status	Percentage (N=2156)
Same as worker has now	60.5%
Worker expects to retire or not work	13.5
Worker specifies an occupation other than present one	14.2
Worker wants an occupation other than present one, but does not know what type	4.6
Don't know	7.0

Table 17.11

Changes in Duncan Decile Scores* between Worker's Present Occupation and (1) Occupation (if any) Worker Had Five Years Prior to Interview, (2) Occupation (if any) Worker Expects to Have Five Years in the Future

	Percentage reporting change of each type	
Change in Duncan decile	From five years ago to the present (N=1650)**	From the present to five years hence (N=1601)***
Increase of more than one decile (increased prestige)	12.3%	10.8%
Increase of one decile (increased prestige)	6.0	2.1
No change (same job or one with equal prestige)	68.1	83.4
Decrease of one decile (decreased prestige)	5.5	1.8
Decrease of more than one decile (decreased prestige)	8.2	1.8

*The Duncan Decile is a score of occupational prestige which ranks the entire labor force into tenths according to the socio-economic scores of the respondent's occupation (i.e., a higher score indicates a higher status occupation).

**Includes only workers who had been employed five years prior to their interviews

***Includes only those who specified a codeable future occupation the same as or other than their present one

Table 17.12

Marital Status

Are you married, widowed, separated, divorced, or have you never been married?

Marital status	Percentage (N=2154)
Married	74.7%
Widowed	2.9
Separated	2.0
Divorced	4.8
Never married	15.6

Table 17.13

Number of Children 16 Years Old or Younger in Household

Number of children	Percentage (N=2157)
None	49.2%
One child 16 years old or younger	20.6
Two	17.4
Three	7.8
Four	3.6
Five	0.8
Six	0.3
Seven or more	0.2

Table 17.14

Number of Children Six Years Old or Younger in Household

Number of children	Percentage (N=2156)
No children 6 years old or younger	73.8%
One	17.2
Two	7.2
Three	1.5
Four	0.3

Table 17.15

Attitude Toward Life

These five questions were drawn from M. Maccoby's ("Emotional attitudes and political choices," Politics and Society, Winter, 1972, 209-239) twelve question scale of "life-loving" attitudes. Its internal consistency reliability was, however, very low for a presumably homogeneous measure: .36.

Here is a list of statements that people may or may not agree with. For each of them indicate how much you either agree or disagree.

	Base	Percentage			
	N	Strongly agree	Mildly agree	Mildly disagree	Strongly disagree
The death penalty for serious crimes should be abolished entirely	2140	14.3%	13.1%	20.6%	52.0%
It is irresponsible for a person to spend most of his/her income on food, pleasure and travel and not save any money	2144	31.7	31.4	20.7	16.2
Those who break laws should never be excused for their crimes	2137	22.8	22.8	28.4	26.0
Cleanliness is next to Godliness	2127	49.2	32.1	11.7	7.0
Everyone should be provided with the basic necessities of life whether or not they work	2134	13.8	20.4	28.9	37.0

Table 17.16

Authoritarian Attitudes

These four questions came from the California F-scale of authoritarianism. They constituted the "best" short-form of that measure as recommended by R. Lane (Political Ideology, New York: Free Press, 1962). Its reliability in the present survey was quite low: .52.

Here is a list of statements that people may or may not agree with. For each of them indicate how much you either agree or disagree.

	Base N	Percentage Strongly agree	Mildly agree	Mildly disagree	Strongly disagree
What young people need most is strict discipline by their parents	2144	39.6%	36.8%	15.3%	8.3%
Most people who don't get ahead just don't have enough will power	2147	24.6	37.5	26.5	11.4
A few strong leaders could make this country better than all the laws and talk	2124	19.1	31.4	25.4	24.1
An insult to your honor should not be forgotten	2133	14.7	25.7	36.4	23.3

Table 17.17

The data in this table are based on observations by the interviewer: Did the worker have any speech defects or other difficulty in speaking English?

Speech or Language Problem	Percentage (N=2155)
Worker had speech or language problem	3.7%
Worker had no speech or language problem	96.3

Table 17.18

The data in this table are based on observations by the interviewer: Does the worker have any obvious disfigurements, missing limbs, or habits that could make it difficult for him or her to get a job?

Physical disfigurement	Percentage (N=2148)
Worker had disfigurement	2.5%
Worker had no disfigurement	97.5

18. EVALUATING WORKING CONDITIONS IN AMERICA: IS THE SKY REALLY FALLING?

This section is a reproduction of a November, 1973 Monthly Labor Review article that summarizes many of what we regarded as the more interesting descriptive statistics from the 1973 survey--especially where these statistics could be compared to those from the 1969 survey. It was prepared during the summer of 1973, a time when many--but not all--of the data presented in this report were available for inspection by the article's authors. However, the article would have come to the same general conclusions were it written today as it did when it was originally written.

In reproducing this article two editorial liberties were taken by (1) eliminating many references to methodological matters that have already been discussed in this volume; (2) referring the reader back to earlier tables in this volume that were either wholly or partially reproduced in the article.

The "dehumanization of work," "blue-collar blues," "white-collar woes," "lunch-pail lassitude," and similar terms have increasingly found their way into the American language within the last year, as concern has mounted over American workers' attitudes toward their jobs. Each month seems to witness the coining of a new phrase that is progressively more precious, more alliterative, and drearier.

In government, a bill dealing with the problem of worker alienation has been proposed to the Congress in both 1972 and 1973*; a special task force has reported to the Secretary of Health, Education, and Welfare on work in America*; and the Department of Labor is experiencing an intensification of interest in and research on workers' problems that lie outside of established labor standards.

---

*Hearings Before the Subcommittee on Employment, Manpower, and Poverty, U.S. Senate, Committee on Labor and Public Welfare, 92nd Cong., 2nd sess. Also see Congressional bills HR 2143 and S736, "Worker Alienation Research and Technical Assistance Act of 1973."

The inflation of the language of worker discontent and increasing Government activity imply disturbing changes in workers' jobs and/or their attitudes toward these jobs. But how much have things really changed in the past few years? To answer this requires an information system that provides a sound basis for making continued evaluations of working conditions. At least three components are essential to such a system: (1) objective data relating to working conditions problems (such as occupational safety statistics); (2) the considered judgment of specialists in these problems; and (3) data reflecting a view of working conditions through the eyes of the American worker.**

Some evidence on the last of these three components is available in a comparison of data from the two national surveys of workers described in this volume.

Working Conditions

The 1973 survey's measure of overall quality of employment was based upon 33 descriptions of working conditions that were scored in terms of how "good" or "bad" a worker's job was.* Many of these 33 indicators were based on multi-question indices (availability of fringe benefits was, for example, assessed through several questions with different formats). By converting these 33 indicators to common five-point scales, five summary indices were created. The first, "Overall Quality of Employment," was based on all 33 indicators. The other four were combinations of indicators that represented four empirically derived clusters: Comfort, Financial Rewards, Resource Adequacy and Challenge.** Included in the Comfort group were hours, health and safety, transportation to and from work, control over overtime hours, and how hard or fast the worker was required to work. Among Financial Rewards were wages, fringe benefits, and job security. Resource Adequacy covered such elements as the adequacy of the help, machinery, supervision, and information that the worker had available to do his or her job. Challenge included the opportunity the job provided the worker to exercise his or her skills or education, how interesting the job was, how varied the work was, how much influence the worker had over what he or she would do and how he or she would do it; and how much the job let the worker develop his or her skills.

---

*Work in America: Report of a Special Task Force to the Secretary of Health, Education, and Welfare. Prepared under the Auspices of the W. E. Upjohn Institute for Employment Research. Cambridge, Mass.: The MIT Press, 1973. For two criticisms of this volume, see Wool, H., "What's wrong with work in America?" Monthly Labor Review, March, 1973, 38-44 and Kaplan, H., "How do workers view their work in America?" Monthly Labor Review, June, 1973, 46-48.

**Herrick, N., and Quinn, R. "The Working Conditions Survey as a source of social indicators," Monthly Labor Review, April, 1971, 15-24.

When mean scores on Overall Quality of Employment, Comfort, Financial Rewards, Resource Adequacy, and Challenge were compared for the 1969 and 1973 surveys, the only statistically significant change was a decrease in Comfort.

---

*A complete list is presented by Barnowe, T., Mangione, T., and Quinn, R. "The relative importance of job facets as indicated by an empirically derived model of job satisfaction." Ann Arbor, Mich.: Survey Research Center, 1972. (Multilith.)

**See the Job Satisfaction pages of Section 3 of this volume. There was no Quality of Employment index for Relations with Co-workers due to the absence of appropriate interview materials.

Lack of any observable change in Overall Quality of Employment may, however, be obscured when changes in a specific area are offset by changes in the opposite direction in another area. For example, the quality reported by one segment of the work force (for example, women) may have increased while that of another (for example, men) decreased, netting no change for the population as a whole. In 1973 the two demographic or occupational characteristics most closely associated with Quality of Employment were major occupational group and collar color, followed, in decreasing order of degree of association, by education, age, and race (Table 18.1).* Those with the best working conditions were middle-aged workers, workers who had a college degree or education in excess of a college degree, whites, and workers who were in professional, technical, or managerial occupations. The poorest working conditions were reported by workers under 21 years old, workers with a grade school education or less, blacks, operatives, and non-farm laborers. The 1973 distributions were very similar to those observed in 1969, the major exception being the disappearance of the difference by sex, resulting from both a decrease in the Quality of Employment reported by men and an increase in that reported by women.

This absence of a trend between 1969 and 1973 may have been produced by yet other offsetting trends. It may be that quality with regard to one aspect of the job (for example, fringe benefits) improved substantially, only to be offset by an equally large decline with regard to some other

---

*Degree of association was estimated by eta coefficients, non-directional coefficients which estimate the amount of variance in a criterion (i.e., overall quality of working conditions) attributable to a predictor (i.e., a demographic or occupational characteristic).

Table 18.1

Mean Overall Quality of Employment among Selected Demographic and Occupational Subsamples, Wage-and-salaried Workers Only

Subsample	1969	1973
Sex		
Men	3.73	3.68
Women	3.60	3.64
Significance level	< .001	n.s.
Sex and employment status		
Men, primary or sole wage earners	3.74	3.70
Men, secondary wage earners	3.64	3.52
Women, primary or sole wage earners	3.55	3.70
Women, secondary wage earners	3.63	3.60
Significance level	< .001	< .01
Age		
Under 21	3.50	3.50
21-29	3.64	3.58
30-44	3.72	3.75
45-54	3.70	3.70
55 or older	3.72	3.71
Significance level	< .01	< .001
Race*		
White	3.70	3.68
Black	3.52	3.50
Significance level	< .001	< .001

Table 18.1 (continued)

Subsample	1969	197
Education		
Eight years or less	3.54	3.4
Some high school	3.58	3.5
High school diploma	3.69	3.6
Some college	3.68	3.6
College degree or more	3.92	3.9
Significance level	< .001	< .00
Collar Color**		
White	3.80	3.7
Blue	3.58	3.5
Significance level	< .001	< .00
Major occupational group***		
Professional, technical	3.93	3.9
Managers, officials, and proprietors	3.92	3.8
Clerical	3.65	3.6
Sales	3.77	3.8
Craftworkers and foremen	3.78	3.7
Operatives	3.48	3.4
Service workers, excluding private household workers	3.49	3.5
Nonfarm laborers	3.48	3.3
Significance level	< .001	< .00

*Excludes minority races other than blacks

**Excludes farm workers

***Excludes farmers, farm managers, private household workers, and farm laborers. Occupation is based on 1960 Census codes.

NOTE: Quality is expressed in a 5-point scale, on which five represents the highest value and one the lowest value. A higher mean indicates better quality of employment. The mean of this measure in 1973 was 3.66 and its standard deviation was .44.

For the 1973 data the means are based on weighted data and the significance tests on unweighted data. In both 1969 and 1973 significance tests were either t-tests or F-ratios computed on the assumption of simple random sampling.

aspect (working hours for example). Such changes may have occurred with regard to aspects of the job so specific that the changes were masked by the four gross categories of job aspects (i.e., Comfort, Financial Rewards, Resource Adequacy, and Challenge).

With attention thus focused upon particular aspects of jobs, changes between 1969 and 1973 were very much in evidence. Most of the major changes were confined to labor standards problem areas and to six problem areas in particular: hours, transportation to and from work, fringe benefits, family income, problems with unions, and sex discrimination.

Labor Standard Problems

The 19 labor standards problem areas investigated (see Section 4) ranged from such enduring Department of Labor concerns as adequacy of income to more recent concerns, such as transportation to and from work and the invasion of a worker's privacy by his or her employer. For each problem, Table 4.1 (page 102) shows the frequency of the problem in the work force and its severity as judged by those experiencing it. For the sake of comparability among problem areas, all save one (unpleasant physical working conditions)* employed as their percentage bases _all_ workers interviewed. Where responses from specific subgroups are more meaningful, these data are also given.

In 1969, inadequate fringe benefits and health and safety hazards were most frequently cited, followed by transportation to and from work, unpleasant physical working conditions, and inconvenient or excessive hours. The difference between the most frequently cited problem and the fifth was nine percent. In 1973, the same five problems were most frequently cited, but the difference between the first and the fifth had declined to two percent. In 1973, as in 1969, inadequate income was sixth in frequency, but it had declined considerably in terms of its relative frequency.

---

*The reason for this single exception is discussed in Section 4 of this volume.

For the sampled population as a whole, there was little change between 1969 and 1973 in the incidence of the less common labor standards problems--that is, problems reported by less than ten percent of the sample. However, for more specialized populations, three problems showed statistically significant increases from 1969 to 1973: eleven percent more union members reported problems with how democratically their unions were run; six percent more union members reported problems with how well their unions were managed; and five percent more women reported experiencing sex discrimination on their jobs.

Three "nonchanges" are also of interest. There was no change in the incidence of work-related illness and injury. However, the timing of the 1973 survey, particularly with its inquiry about work-related illnesses and injuries over a three-year period, makes the survey a premature estimator of any of the consequences of the Williams-Steiger Occupational Safety and Health Act of 1970. Also, there was no significant change in the incidence of on-the-job racial discrimination reported by black workers or of age discrimination reported by workers of all ages. Reports of age discrimination by workers under 30--from whom the bulk of reports of this kind came in both the 1969 and 1973 surveys--declined by five percent.

Hours

Among the surveys' 19 labor standards problem areas, the greatest change between 1969 and 1973 was an increase--of nine percent--of workers reporting problems with inconvenient or excessive hours (Table 4.1, page 102). This increase was attributable not to the number of hours worked but to the scheduling of these hours. Among full-time workers (defined in both surveys as those working 35 hours a week or more), the median number of hours worked each week was 40 in both 1969 and 1973. In 1973, 77 percent worked the same days and hours all the time; in 1969, 78 percent did so. Irregular work patterns combining different days and different hours did not change appreciably between 1969 and 1973.

Workers' problems with their hours in 1973 pertained less to how many hours they worked than to when they worked (Table 6.3, page 138). A quarter of the problems reported in 1973 concerned "time slots," up six percent from 1969. Another quarter of the reported problems concerned the interference of work schedules with home life; in 1969 the percentage was too small to constitute a separate coding category. On the other hand, problems with "excessive" hours dropped considerably.

One might attribute the increase of problems with work schedules to the growing number of women in the work force, many of whom presumably have to make arrangements for household maintenance and child care. However, the data indicate otherwise. The big increase in reported problems with working hours came from men, not women. In 1969, 28 percent of the men reported problems with working hours, compared with 42 percent in 1973. Comparable figures for women were 32 percent in 1969 and 36 percent in 1973. The presence of children in a household was associated with the percentage reporting problems with working hours, but this association was not limited to working women. A high percentage of men also reported such problems (Table 18.2).

Transportation

Problems with transportation to and from work increased five percent between 1969 and 1973. Since 85 percent of all workers go to work in some type of private vehicle (72 percent in private cars, nine percent in car pools, and four percent in a vehicle provided by one's employer), almost all of the transportation problems reported in both 1969 and 1973 concerned automotive transport (traffic nuisances, inconveniences, dangers, and so forth). Few workers used public transportation. They provided a base too small to estimate reliably the types of problems associated with public transportation. (In many areas, of course, the major problem is that public transportation is simply not available.)

Fringe Benefits

Sizeable increases in the availability of fringe benefits were reported (Table 5.7, page 120). The greatest increases concerned maternity leave with full re-employment rights and maternity leave with pay. Less sizeable increases were also observed in the availability of medical, surgical, or hospital insurance and of life insurance.

On the negative side, substantial numbers of wage-and-salaried workers remain uncovered by even the most common fringe benefits: 36 percent lack paid sick leave; 30 percent lack paid vacations; 30 percent do not have life insurance available through their jobs; 20 percent do not have medical insurance available through their jobs; and 34 percent do not have retirement programs available--39 percent of workers under 35 years of age and 28 percent of those between the ages of 35 and 65.

The availability of a fringe benefit does not necessarily mean that a worker participates in a benefit program. The percentages of "covered" workers drop appreciably when actual participation in benefit programs is taken into account. Thus, while medical insurance is available to 80 percent, only 73 percent actually participate in medical plans. Similarly, life insurance is available to 70 percent of workers through their employers, but only 64 percent take out this insurance.* In both these instances, however, part of the difference probably results from multiple worker households, where two workers or more are covered under one worker's insurance. Participation by workers in training programs available through their employers shows a more substantial difference; while 43 percent reported the availability of such training, only 26 percent actually participated.

The reported improvements in the prevalence of fringe benefits did not change the percentage of workers wanting still more: 39 percent in both 1969 and 1973. On the other hand, some change was evident in the particular kinds of additional benefits desired (Table 5.10, page 122). There was a ten percent rise, for example, in dental care being cited as the "single most desired" additional benefit, as well as a seven percent increase in the desire for paid sick leave. In this context, retirement programs dropped from 25 percent to 15 percent.

---

*See Table 5.7, page 120, for participation rates in available benefit programs.

Table 18.2

Problems with Working Hours, by Sex and Presence of Children in Household

Children in household	Percentage reporting a problem	
	Men	Women
Aged 15 or younger		
One or more	46%	40%
None	36	31
Aged 5 or younger		
One or more	50	48
None	38	32

Inadequate family income

It was anticipated that fewer workers would report their family incomes as adequate to meet usual monthly expenses and bills, since the 1973 data were collected when the relative purchasing power of the dollar was receiving wide attention. Inflation was particularly pronounced with regard to food. Grocery stores, especially meat counters, were being picketed and boycotted by consumer action groups. In spite of this furor over prices, the percentage of workers reporting inadequate family incomes declined five percent from the 1969 figure.

Problems with unions

In 1969, 18 percent of union members reported one problem or more with how democratically their unions were run, and 17 percent reported one problem or more with how well their unions were managed. By 1973 these figures had risen to 29 and 23 percent, respectively. Such problems were more common among blue-collar than white-collar union members.

The distinction between problems with union democracy and problems with union management was not always clear to the workers interviewed, however; thus, many workers, when asked about union democracy, responded in terms of union management, and vice versa. The percentage of union members reporting a problem either with union democracy or union management gives a better picture. This was 35 percent in 1973, representing an increase of nine percent from 1969.

The nature of these problems also changed somewhat. Most conspicuous was the increase to 16 percent (from five) of complaints about union officials being too closely tied to management interests (Table 9.6, page 173).

Sex discrimination

The past three years have witnessed considerable activity on two fronts: making women more conscious of discrimination they may face in the world of work, and securing for women more equitable wages and promotional opportunities. The first of these activities has met with some success: eight percent of wo[illegible] workers reported sex discrimination on their jobs in 1969 and 13 percent did so in 1973--a fairly small absolute increase, but a sizeable relative one. In 1973 the percentage of women saying they were discriminated against at work was nearly equal to the percentage of blacks reporting race discrimination in employment. As in 1969, reports of occupational sex discrimination were most common among the subpopulations most active in the women's movement--better-educated women in higher-status occupations.

The restrictive nature of the surveys' discrimination question should be noted. The question, "Do you feel in any way discriminated against on your job because you are a woman?" referred to treatment on the present job, not to any sex discrimination that may have led a woman to that job in the first place. A woman could, for example, be part of a low-status, poorly paid typing pool, have a truly dead-end job, and still not report on-the-job discrimination if all the others in the typing pool were treated the same way by their employers.

Using a more objective measure of sex discrimination--income inequities--discrimination was defined as the difference between a woman's income from her job and what she would be expected to earn were there universal application of the principle of achievement as a criterion for allocating wages.* Six criteria, "legitimate" according to an achievement ideology, were distinguished: occupational status, education, total number of hours worked each week, amount of supervisory responsibility, job tenure, and tenure with one's employer.** These six were used as predictors in a multiple regression estimating the total annual wages of those for whom sex discrimination was not an issue--men.*** The weights derived from this regression were then used to generate the expected income of each woman in the sample. The discrepancy between this expected income and each woman's actual income constituted the survey's measure of economic sex discrimination.

In 1969 the mean discrepancy thus computed for women was $3,458. In other words, the average woman earned $3,458 less than a man with equal qualifications (as embodied in the regression weights). This analysis was repeated in 1973, with recomputed regression weights and adjustments in income made to compensate for inflation during the triennium. The resultant 1973 value was $3,241, not significantly different from the 1969 estimate.****

---

*For a fuller discussion of this analysis procedure and its rationale, see Levitin, T., Quinn, R., and Staines, G., "Sex discrimination against the American working woman," American Behavioral Scientist, 1971, 239-254.

**Another criterion, not measured in 1969, will be used in future analyses of sex discrimination based on the 1973 data: number of years in the labor force.

***This analysis was confined to full-time, steadily employed wage- and-salaried workers.

****When the 1969 regression weights were applied to the 1973 data, this value was $3,112.

Job Satisfaction

The survey's measure of Overall Job Satisfaction was based on two equally weighted components (see Section 3 of this volume for details). The first consisted of workers' indications of satisfaction with 23 specific facets of their jobs (pay, hours, work, and so forth). The second was constructed from several very general, "facet free" questions about job satisfaction (e.g., "All in all, how satisfied would you say you are with your job?"). In the construction of the overall satisfaction measure these two components were weighted equally.

There were, in addition, five indicators of satisfaction with general areas of the job, based on ratings of 23 job facets. These paralleled the four areas of quality of working conditions described above--Comfort, Financial Rewards, Resource Adequacy, and Challenge--and covered a fifth area as well, Relations with Co-workers.

Generally, the demographic and occupational distribution of Overall Job Satisfaction was similar to that of overall Quality of Employment. In 1973, those most dissatisfied with their jobs in general were young workers (under 30 years of age), blacks, those making under $5,000 a year from their primary jobs, operatives, and nonfarm laborers. Wage-and-salaried workers were significantly less satisfied than self-employed ones, and blue-collar workers less satisfied than white-collar ones. The relationship between education and overall satisfaction was not linear; the greatest difference between adjacent educational categories involved workers with only "some" college and those who had graduated, the latter being considerably more satisfied. Those with some college education but no degree reported the same level of satisfaction as workers with high school education. A major difference occurred among workers with only grade school education: while their quality of employment was quite poor, this was not reflected in conspicuously low job satisfaction scores. It may be that workers with little education have lower expectations with reference to their work and are therefore more satisfied than others with poor working conditions.

Satisfaction with Financial Rewards and Challenge, distributed by demographic and occupational characteristics, showed a pattern similar to that of Overall Job Satisfaction, except for sex differences. Women were significantly less satisfied than men with the Financial Rewards and Challenge their jobs provided; but their Overall Job Satisfaction scores did not differ significantly from those of men, reflecting a compensating sex difference in job satisfaction. Women were more satisfied than men with the comfort aspects of their jobs.

Changes

There was no change in Overall Job Satisfaction between 1969 and 1973. Satisfaction with Comfort and Relations with Co-workers decreased, the former decline reflecting the similar decrease in Quality of Employment.

No change was apparent in subsamples distinguished according to sex, age, race, education, employment status (self-employed versus wage-and-salaried) and collar color. A significant decline in overall job satisfaction was evident among workers whose incomes from their primary jobs ranged from $5,000 through $7,999; there was no offsetting increase in satisfaction among workers in any other particular income category. The only major occupational group showing a significant decrease in job satisfaction during the years was operatives; this change was offset by a somewhat less substantial improvement in the job satisfaction of service workers.

If no change in Overall Job Satisfaction occurred over the last three years, the question arises as to whether the widely publicized decline in job satisfaction over the last decade has ceased. A more relevant question, however, is whether there ever was any such trend in the first place.

To document this trend requires resurrecting a series of surveys that (a) used roughly equivalent measures of overall job satisfaction and (b) obtained data from national probability samples of workers. Fifteen such surveys are available, dating back to 1958. Eight of these were Gallup polls; seven were conducted by either the National Opinion Research Center or the Survey Research Centers of the Universities of California or Michigan. All these surveys shared a single-question measure of overall job satisfaction that made their data roughly comparable. The seven non-Gallup surveys indicated that job satisfaction increased between 1962 and 1964 but has remained unchanged up to the present. A change in job satisfaction over the last few years that appears in the Gallup data is inconsistent with these data. Gallup's "work satisfaction" question was, however, asked of all people interviewed (housewives, students, retired people, the unemployed, and so on), not only those who worked for pay. When the Gallup data are reanalyzed, the closer the reanalyses come to refining the Gallup sample to include only those who work for pay, the smaller the "decline" in job satisfaction over the last several years.*

Two supposed consequences of job dissatisfaction are industrial sabotage and drug use at work. Documentation of the association between job satisfaction and these behaviors consists largely of reports that such behaviors are increasing among certain segments of the work force (especially the young) or in particular industries (most commonly, the automobile industry), and that workers in these industries are becoming dissatisfied with their jobs at an alarming rate.

Under the assumption that sabotage and drug use represent two common reactions to unpleasant situations--attack and withdrawal, respectively--data were collected from wage-and-salaried workers through a self-administered questionnaire given each of the workers interviewed in 1973. This questionnaire asked whether and how often during the past year the worker had engaged in several activities colloquially referred to as "industrial sabotage." The resulting measure of industrial sabotage--more precisely, sabotage and theft--was based on workers' anonymous reports of the number of times in the last year they had spread rumors or gossip to cause trouble at work; done work badly or incorrectly on purpose; stolen merchandise or equipment from their employers; damaged their employers' property, equipment, or product accidentally, but not reported it; or damaged their employers' property, equipment, or product on purpose. The questionnaire also determined each worker's age, sex, and, using a single-question measure, job satisfaction. Reports of industrial sabotage or theft as defined in the questionnaire were most common among dissatisfied workers, young workers, and men. The association between job dissatisfaction and these attack reactions was statistically significant, however, only among men who were 30 years old or older (Table 18.3)

---

*Quinn, R., Staines, G., and McCullough, M. Job Satisfaction: Is There a Trend? Monograph No. 30. Washington, D.C.: Manpower Administration, U.S. Department of Labor, 1974.

The same self-administered questionnaire was used to collect data concerning how often the worker had "used drugs or chemicals, except vitamins or aspirin, to help you get through the workday." The question was broad enough to include not only illegal drugs but tranquilizers and prescribed medicines as well. Job dissatisfaction was significantly ass ciated with "drug" use thus defined, but this association was confined t men who were 30 years old or older. There was no significant associatio between job satisfaction and "drug" use among men under 30 years of age among women, regardless of their ages.

Conclusion

While this comparison of the 1969 and 1973 data emphasizes changes that occurred during the 3-year period, this should not obscure the fact that significant change was the exception, not the rule. It may be, of course, that all the supposed changes in workers' needs and attitudes occurred before 1969. The 1969 and 1973 surveys may have been conducted not at the height of a period of social change and unrest, but at the ta end of that period when matters had begun to settle down. This possibility, however, is difficult to substantiate empirically.

It is comforting to think that at least matters are not getting any worse, but there remains the question of why they are not getting any better. The few bright spots that emerge in comparisons of the 1969 and 1973 data are mainly confined to financial matters. At the same time,

Table 18.3

Industrial Sabotage by Sex, Age, and "Overall Job Satisfaction," Wage-and-salaried Workers Only*

	Men		Women	
"Overall job satisfaction"**	16-29 years old	30 years old or older	16-29 years old	30 years old or older
High	9	-5	-3	-6
Medium	9	2	-3	-4
Low	15	9	-5	-- ***
Significance level	n.s.	$< .001$	n.s.	n.s.

*Scores are reported as deviations from the sample mean. A deviation of 31 is equivalent to one standard deviation.

**This measure was a single question, not the Overall Job Satisfaction measure described in Section 3. The question and its distribution are shown in the first of the five parts of Table 3.26, page 54.

***Omitted due to small N.

increasing numbers of workers are becoming locked into their jobs, however good or bad these jobs may be. Moreover, most of the major experiments and reforms undertaken during these three years seem to have had little aggregate impact on the work force at large. While the women's movement may have helped make women more conscious of sex discrimination, wage inequities between men and women remain unchanged. Experiments with working hours, job enlargement, and job enrichment have been frequent, and certainly well publicized; the data indicate that they have made no appreciable impact on national statistics.

Knowledge that the sky is not really falling should not breed complacency. More sobering is the question of why the sky is not any higher than it used to be.

APPENDIX A

This appendix presents the full interview of the 1972-73 Quality of Employment Survey as administered to all workers. Separate interview forms were administered to self-employed and wage-and-salaried workers but this appendix presents a combined interview, containing all questions asked.

Inserted into this interview is the page number (in parentheses in bold type) in this document that shows the appropriate descriptive statistics for each question.

Project 462330
Winter, 1973

The Office of Management
& Budget Number is:
44R1498
and approval expires
December 31, 1973

THE 1972-73 QUALITY OF EMPLOYMENT SURVEY

SURVEY RESEARCH CENTER
INSTITUTE FOR SOCIAL RESEARCH
THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICHIGAN 48106

(Do not write in above space.)

1. **Interviewer's Label**

2. **P.S.U.** ____________
3. **Your Interview No.** ____________
4. **Date** ____________
5. **Length of Interview** ____________ (Minutes)

INTRODUCTORY BOOKLET

INTERVIEWER: READ INTRODUCTION TO R AS YOU BEGIN THE INTERVIEW WITH (HIM/HER).

INTRODUCTION

The Survey Research Center of The University of Michigan is studying the working conditions of the American labor force. We are interested in all aspects of people's work: the type of work they do, the pay they get, the problems they face, their satisfaction with their work, and the effect of their work on their physical and economic well-being. The aim of this study is to get information that will help improve the conditions people work under.

Only people like yourself can give the information we need. Answers to all questions are voluntary and they will be kept completely confidential. Information that might identify you will never be seen by anyone outside The University of Michigan research staff.

STARTING TIME: ____________

1. First, how much do you think you can tell about a person just from knowing what
(222) he or she does for a living--a lot, some, a little, or nothing at all?

4. A LOT

3. SOME

2. A LITTLE

1. NOTHING

GO TO Q3

2. What kinds of things can you tell about a person?
(222)

____

____

____

____

____

3. If you were free to go into any type of job you wanted, what would your choice
(54) be?

1. SAME AS R HAS NOW

3. R WOULD WANT TO RETIRE OR NOT WORK

5. R SPECIFIES SOME JOB OTHER THAN HIS PRESENT ONE

8. DON'T KNOW

SPECIFY OCCUPATION: ____

4. (IMPORTANCE SORT--BLUE/YELLOW CARDS)

(66-68) The next question involves things a person may or may not look for in a job. Some of these things are on this set of cards. (HOLD UP CARDS.) People differ a lot in terms of which of these things are more important to them. We'd like to know how important each of these is to *you*. Please put each yellow card *below* the blue card which best reflects *how important* each thing is to *you*.

(LAY DOWN BLUE ALTERNATIVE CARDS WITH "VERY IMPORTANT" ON R'S LEFT; HAND YELLOW ITEM CARDS TO R TO SORT; COLLECT CARDS WITH BLUE CARDS ON *TOP* OF EACH PILE. MARK UNSORTED CARDS. RUBBER BAND THE CARDS AND PLACE THEM INSIDE THE BLUE ENVELOPE AND RUBBER BAND THE ENVELOPE.)

CARDS IN THE ORDER IN WHICH THEY ARE GIVEN:

10 I am given a lot of chances to make friends
11 the chances for promotion are good
12 the people I work with are friendly and helpful
13 I have an opportunity to develop my own special abilities
14 travel to and from work is convenient
15 I receive enough help and equipment to get the job done
16 I am not asked to do excessive amounts of work
17 the work is interesting
18 I have enough information to get the job done
19 the pay is good
20 I am given a lot of freedom to decide how I do my own work
21 I am given a chance to do the things I do best
22 the job security is good
23 the problems I am expected to solve are hard enough
24 my supervisor is competent in doing (his/her) job
25 my responsibilities are clearly defined
26 I have enough authority to do my job
27 my fringe benefits are good
28 the physical surroundings are pleasant
29 I can see the results of my work
30 I can forget about my personal problems
31 I have enough time to get the job done
32 my supervisor is very concerned about the welfare of those under (him/her)
33 I am free from the conflicting demands that other people make of me
34 the hours are good
35 my supervisor is successful in getting people to work together
36 promotions are handled fairly
37 the people I work with take a personal interest in me
38 my employer is concerned about giving everyone a chance to get ahead
39 my supervisor is friendly
40 my supervisor is helpful to me in getting my job done
41 the people I work with are helpful to me in getting my job done
42 the people I work with are competent in doing their jobs
43 the people I work with are friendly

5. Now let's talk about your present job. What is your main occupation?

OCCUPATION: ______________________________

6. What kind of business is that in? ______________________________

7. What do you do on this job? ______________________________

____

____

____

____

CHECK-BOX A:

IS R SELF-EMPLOYED OR DOES (HE/SHE) WORK FOR SOMEONE ELSE?

1. R IS SELF-EMPLOYED	5. R WORKS FOR SOMEONE ELSE
GO TO PINK INTERVIEW FORM	GO TO WHITE INTERVIEW FORM

8. About how many people work for your employer at the location where you work?--
(230) I mean all types of workers in all areas and departments. (SHOW CARD 1, YELLOW)

1. 1-9
2. 10-49
3. 50-99
4. 100-499
5. 500-999
6. 1000-1999
7. 2000 AND OVER
8. DON'T KNOW

9. Do you presently have any jobs besides your main job or do any other work
(145) for pay?

1. YES
5. NO — GO TO Q12

10. About how many hours a week on the average do you work for pay out-
(145) side of your main job?

__________ HOURS

INTERVIEWER READ TO R: For the rest of the interview I'd like you to tell me about your main job. And when I ask about your employer, I'd like you to tell me about your employer on your main job only.

GO TO Q12

ASKED OF SELF-EMPLOYED WORKERS ONLY

11. For about how long have you had the job you have now?

__________ YEARS OR __________ MONTHS

CHECK-BOX B:

1. R HAS HAD PRESENT JOB LESS THAN 5 YEARS — TURN TO Q15
5. R HAS HAD PRESENT JOB 5 YEARS OR MORE — TURN TO Q18

12. For how many years or months have you worked for your present employer?
(231)

__________ YEARS OR __________ MONTHS

CHECK-BOX C:

1. R WITH PRESENT EMPLOYER LESS THAN FIVE YEARS — GO TO Q13a
5. R WITH PRESENT EMPLOYER FIVE YEARS OR MORE — GO TO Q13b

13a. When you first came to work for your present employer, was it roughly in the job you now have or was it in a different job?

1. JOB NOW HAVE — TURN TO Q15
5. DIFFERENT JOB — TURN TO Q14

13b. When you first came to work for your present employer, was it roughly in the job you now have or was it in a different job?

1. JOB NOW HAVE — TURN TO Q18
5. DIFFERENT JOB — TURN TO Q14

14. For about how long have you had the job you have now (working for this
(231) same employer)?

__________ YEARS OR __________ MONTHS

CHECK-BOX D:

1. R HAS HAD PRESENT JOB LESS THAN 5 YEARS

5. R HAS HAD PRESENT JOB 5 YEARS OR MORE

TURN TO Q18

15. What occupation were you in five years ago?
(233)

OCCUPATION: ____________________

1. R WAS TEMPORARILY UNEMPLOYED AND LOOKING FOR WORK

TURN TO Q18

5. R WAS OUT OF THE LABOR FORCE

TURN TO Q18

Data for these questions are not included in this volume

16. What kind of business was that in?

____

17. What did you do on this job?

____

____

____

____

CHECK-BOX E:

WAS R SELF-EMPLOYED OR DID (HE/SHE) WORK FOR SOMEONE ELSE?

1. R WAS SELF-EMPLOYED

5. R WORKED FOR SOMEONE ELSE

18. (233) About how many years in total have you worked for pay since you were 16 years old?

__________ NUMBER OF YEARS

19. (234) What type of occupation do you expect to be in five years from now?

1. SAME AS R HAS NOW	3. R EXPECTS TO RETIRE OR NOT WORK	5. R SPECIFIES AN OCCUPATION OTHER THAN PRESENT ONE	7. SOMETHING DIFFERENT, DON'T KNOW WHAT	8. DON'T KNOW
TURN TO Q23	TURN TO Q23	↓	TURN TO Q23	TURN TO Q23

SPECIFY OCCUPATION: ______________________________

Data for these questions are not included in this volume

20. What kind of business might that be in?

____

21. What types of things would you expect to do on this job?

____

____

____

____

CHECK-BOX F:

WILL R BE SELF-EMPLOYED OR WILL (HE/SHE) BE WORKING FOR SOMEONE ELSE?

1. R WILL BE SELF-EMPLOYED	5. R WILL WORK FOR SOMEONE ELSE

22. (224) How much of a help do you think your present job is in providing you with some of the experience or training you need to qualify for this job you expect to have five years from now--a great help, some help, only a little help, or no help at all?

4. A GREAT HELP	3. SOME HELP	2. A LITTLE HELP	1. NO HELP AT ALL

23. How useful and valuable will your present job skills be five years from now--will they be very useful and valuable, somewhat, a little, or not at all useful and valuable?
(198)

4. VERY USEFUL & VALUABLE	3. SOMEWHAT USEFUL & VALUABLE	2. A LITTLE USEFUL & VALUABLE	1. NOT AT ALL USEFUL & VALUABLE

24. Is there a shortage of workers in this (geographical) area who have your experience, training and skills?
(198)

☐ 1. YES

☐ 5. NO

25. Do you have some skills from your previous experience and training that you would like to be using in your work but can't use on your present job?
(218)

☐ 1. YES → 26

☐ 5. NO — GO TO Q27

26. What skills are those? ____________________

____

____

____

27. What level of formal education do you feel is needed by a person in your job?
(217)

☐ 0 NONE
☐ 1 GRADES 1-7 (SOME GRADE SCHOOL)(JUST READ AND WRITE)
☐ 2 GRADE 8 (COMPLETED GRADE SCHOOL)
☐ 3 GRADES 9-11 (SOME HIGH SCHOOL)
☐ 4 GRADE 12 (HIGH SCHOOL DIPLOMA)
☐ 5 GRADES 13-15 (SOME COLLEGE)
☐ 6 GRADE 16 (COLLEGE DEGREE)
☐ 7 GRADE 17+ (GRADUATE OR PROFESSIONAL)

28. Next I'll read a list of things that might describe a person's job. (SHOW CARD 2, TAN)

			(4) A LOT	(3) SOME-WHAT	(2) A LITTLE	(1) NOT AT ALL
(215)	a.	How much does your job require that you have to keep learning new things--a lot, somewhat, a little, or not at all?	☐	☐	☐	☐
(215)	b.	How much does your job require you to work very fast?	☐	☐	☐	☐
(216)	c.	How much freedom does it allow you as to how you do your work?	☐	☐	☐	☐
(215)	d.	. . . require a high level of skill?	☐	☐	☐	☐
(215)	e.	. . . require you to work very hard?	☐	☐	☐	☐
(215)	f.	How much does it require you to exert a lot of physical effort?	☐	☐	☐	☐
(216)	g.	How much does your job allow you to make a lot of decisions on your own?	☐	☐	☐	☐
(215)	h.	. . . require you to be creative?	☐	☐	☐	☐
(218)	i.	. . . allow you to do a variety of different things?	☐	☐	☐	☐
(215)	j.	. . . require you to do things that are very repetitious (do things over and over)?	☐	☐	☐	☐
(215)	k.	How much does your job require you to be skilled in using your hands?	☐	☐	☐	☐
(216)	l.	. . . allow you to take part in making decisions that affect you?	☐	☐	☐	☐
(223)	m.	. . . help you to keep informed and up-to-date about what's happening in the world?	☐	☐	☐	☐
(223)	n.	. . . help you to understand the sort of person you really are?	☐	☐	☐	☐

29. Here are some more things that might describe a person's job. How much are these like your job? (SHOW CARD 2, TAN)

		(4) A LOT	(3) SOME- WHAT	(2) A LITTLE	(1) NOT AT ALL
(218)	a. A job where you are clear on what others expect of you--Would you say this is a lot, somewhat, a little, or not at all like your job?	☐	☐	☐	☐
(218)	b. A job where there is always a great deal of work to be done?	☐	☐	☐	☐
(218)	c. . . . where you can predict what others will expect of you tomorrow?	☐	☐	☐	☐
(216)	d. . . . where you have a lot to say over what happens on your job?	☐	☐	☐	☐
(218)	e. . . . that lets you use the skills and knowledge you learned in school?	☐	☐	☐	☐
(216)	f. And finally, a job where there is not enough time to get things done?	☐	☐	☐	☐

30. For each of the following tell me whether you feel you are being given enough or
(217) not enough for you to work your best. First . . .

a. Do you feel you are being given enough or not enough help or assistance from those you work with for you to work your best?	5. ENOUGH	1. NOT ENOUGH
b. . . . authority to tell certain people what to do?	5. ENOUGH	1. NOT ENOUGH
c. . . . facts and information you need?	5. ENOUGH	1. NOT ENOUGH
d. . . . machinery, tools, or other equipment you need?	5. ENOUGH	1. NOT ENOUGH
e. . . . enough or not enough time in which to do what others expect of you?	5. ENOUGH	1. NOT ENOUGH

31. Would you say you work harder, less hard, or about the same as other peopl
(71) doing your type of work?

1. WORK HARDER

2. WORK LESS HARD

3. ABOUT THE SA

32. How often do you do some extra work for your job which isn't required of y
(70) Would you say you do this often, sometimes, rarely, or never?

4. OFTEN

3. SOMETIMES

2. RARELY

1. NEV

33. In the last year have you made any suggestions to your supervisor on how w
(78) methods or procedures could be improved on your job?

1. YES

5. NO

TURN TO Q37

34. How long ago was the last time this happened?
(78)

__________ MONTHS, __________ WEEKS, __________ DAYS AGO

35. Was your suggestion followed?
(78)

1. YES

5. NO

8. DON'T KNOW; TOO SOON TO KNOW

36. What did you suggest?

37. (223) (SHOW CARD 2, TAN) Here are some things that people may get out of life. How much do you think that your obtaining each of these things depends on how well you do your present job?

	(4) A LOT	(3) SOME-WHAT	(2) A LITTLE	(1) NOT AT ALL
a. Would you say your being respected by other people depends a lot, somewhat, a little, or not at all on how well you do your present job?	☐	☐	☐	☐
b. Would you say your being able to afford the things you want to buy depends a lot, somewhat, a little, or not at all on how well you do your present job?	☐	☐	☐	☐
c. . . . having a happy home life--how much does that depend on how well you do your present job?	☐	☐	☐	☐
d. . . . doing the kind of work in the future that you'd most like to be doing--how much does that depend on how well you do your present job?	☐	☐	☐	☐
e. . . . being able to spend your old age the way you'd like to?	☐	☐	☐	☐
f. . . . being able to do the things in life that you most want to do--how much does that depend on how well you do your present job?	☐	☐	☐	☐
g. . . . having a happy social life?	☐	☐	☐	☐

38. (199) Is there one particular person you think of as your immediate supervisor or boss --someone who is directly over you?

1. YES

5. NO

TURN TO Q41

39. (199) Is your immediate supervisor a man or a woman?

1. MAN

2. WOMAN

40. I'll read some things that may or may not be true of (him/her). (SHOW CARD 3, GREEN)

(200-201)	(4) VERY TRUE	(3) SOME-WHAT TRUE	(2) NOT TOO TRUE	(1) NOT AT ALL TRUE
a. How true is it that (he/she) insists that those (he/she) supervises follow the rules--very true, somewhat true, not too true, or not at all true?	☐	☐	☐	☐
b. How true is it that (he/she) lets those (he/she) supervises set their work pace?	☐	☐	☐	☐
c. . . . that (he/she) knows (his/her) own job well?	☐	☐	☐	☐
d. . . . that (he/she) encourages those (he/she) supervises to develop new ways of doing things?	☐	☐	☐	☐
e. . . . that (he/she) insists that those under (him/her) work hard?	☐	☐	☐	☐
f. How true is it that (he/she) maintains high standards of performance in (his/her) own work?	☐	☐	☐	☐
g. . . . that (he/she) lets those (he/she) supervises alone unless they want help?	☐	☐	☐	☐
h. . . . that (he/she) pays attention to what you're saying?	☐	☐	☐	☐
i. . . . that (he/she) is willing to listen to your job-related problems?	☐	☐	☐	☐
j. . . . that (he/she) shows you how to improve your performance?	☐	☐	☐	☐
k. How true is it that (he/she) encourages those (he/she) supervises to work as a team?	☐	☐	☐	☐
l. . . . that (he/she) offers new ideas for solving job-related problems?	☐	☐	☐	☐
m. . . . that (he/she) encourages those (he/she) supervises to exchange opinions and ideas?	☐	☐	☐	☐
n. . . . that (he/she) encourages those (he/she) supervises to give their best effort?	☐	☐	☐	☐
o. . . . that (he/she) has influence with (his/her) own supervisor?	☐	☐	☐	☐

41. Do you feel that your supervisor or the personnel office ever go into your personal matters that you think are none of their business?
(202)

1. YES

5. NO
GO TO Q44

42. In what ways have they gone into your personal matters?
(203)

____

____

____

____

____

43. How much of a problem do you feel this is? (SHOW CARD 4, BLUE)
(202)

1. NO PROBLEM AT ALL	2. SLIGHT	3. SIZEABLE	4. GREAT

44. Do you supervise anyone as part of your job?
(206)

1. YES

5. NO

45. Is there any group of people that you think of as your co-workers--people whom you see just about every day and with whom you have to work closely in order to do your job?
(205)

1. YES

5. NO
TURN TO Q48

46. About how many people are there in this group?
(206)

__________ NUMBER OF PEOPLE

47. (SHOW CARD 5, WHITE)
(207)

	(5) ALL	(4) A LOT	(3) SOME	(2) A FEW	(1) NONE
a. How many of your co-workers try to get you to give your best effort--all of them, a lot, some, a few, or none of them?	☐	☐	☐	☐	☐
b. How many know their own jobs well?	☐	☐	☐	☐	☐
c. . . . have to work with you so that you can get your job done?	☐	☐	☐	☐	☐
d. How many have the same off-the-job interests as you?	☐	☐	☐	☐	☐
e. . . . offer you new ideas about how to solve job related problems?	☐	☐	☐	☐	☐

48. How many of the people you get together with outside of work do you know from
(224) places where you have ever worked--all of them, a lot of them, some, a few, or none? (SHOW CARD 5, WHITE)

5. ALL

4. A LOT

3. SOME

2. A FEW

1. NONE

49. Among the people you feel are your best friends about how many did you first
(225) meet at places where you've ever worked--all of them, a lot of them, some, a few or none? (SHOW CARD 5, WHITE)

5. ALL

4. A LOT

3. SOME

2. A FEW

1. NONE

50. How many times have you changed jobs or positions since coming to work for your
(232) present employer?

0. NONE

TURN TO Q52

________ TIMES

51. How many of these changes do you consider as moves to a higher level job
(232) or position?

________ CHANGES

52. Of course, the future is uncertain, but approximately how many years or months do you think it will be before you are given a chance to take on a job at a higher level where you now work?
(209)

__________ YEARS OR __________ MONTHS

GO TO Q54

8. NEVER

53. Why is that? ____
(210)

____

____

____

____

54. Approximately when would you like to take on a job at a higher level where you work?
(209)

1. IMMEDIATELY

TURN TO Q56

________ YEARS OR ________ MONTHS

TURN TO Q56

8. NEVER

55. Why is that? ____
(211)

____

____

____

____

56. What would you like to see changed about the way promotions are handled where you work?
(212)

____

____

____

____

THERE ARE NO PROMOTIONS

R HAS NOTHING (HE/SHE) WANTS CHANGED

GO TO Q58

57. How much of a problem (are these/is this) for you? (SHOW CARD 4, BLUE)
(212)

1. NO PROBLEM AT ALL	2. SLIGHT	3. SIZEABLE	4. GREAT

58. How hard or easy do you think it would be for you to get your employer to change your job assignment if you didn't like it? Would you say very hard, somewhat hard, somewhat easy, or very easy?
(215)

1. VERY HARD	2. SOMEWHAT HARD	3. SOMEWHAT EASY	4. VERY EASY

59. Do you think of your job as one where you have regular, steady work, throughout the year, is it seasonal, are there frequent lay-offs, or what?
(141)

1. STEADY EMPLOYMENT	3. SEASONAL	5. FREQUENT LAY-OFFS	OTHER

TURN TO Q61

(SPECIFY): ____

____

____

____

60. How much of a problem for you is this lack of steady employment? (SHOW CARD 4, BLUE)
(141)

1. NO PROBLEM AT ALL	2. SLIGHT	3. SIZEABLE	4. GREAT

61. The "forty-hour week" is a very common term. When people give the hours they work a second thought, however, and start counting the hours up, they sometimes find that they work somewhat more or somewhat less than forty hours. During the average week how many hours do you work, not counting the time you take off for meals?
(144)

__________ HOURS PER WEEK

62. Do you generally work the same days each week?
(144)

1. YES	5. NO

63. Do you generally work the same hours each day?
(144)

1. YES	5. NO GO TO Q67

64. What time do you usually arrive at work?
(145)

TIME (SPECIFY AM OR PM) __________ ☐ AM ☐ PM

65. During the last two weeks you worked, how many days did you arrive at work late?
(72)

00. NONE GO TO Q67	______ NUMBER OF DAYS LATE	96. STARTING TIME DETERMINED BY R TURN TO Q68

66. The last time you arrived late, how late were you?
(72)

__________ HOURS AND __________ MINUTES

67. Would you say that you are late to work more often than other people you work with, less often, or about the same?
(73)

1. MORE OFTEN	2. LESS OFTEN	3. ABOUT THE SAME	6. R IS NEVER LATE	0. DON'T WORK WITH OTHERS

68. Are you allowed to take off any working days as vacation days with full pay
(120) other than holidays like Christmas and Labor Day?

1. YES

5. NO

69. Are you allowed to take off any sickleave days with full pay?
(120)

1. YES

5. NO

70. Now aside from any paid vacation and holidays, how many days of scheduled work
(74) have you missed in the past two weeks?

00. NONE
GO TO Q73

________ NUMBER OF DAYS MISSED

71. How many of these days did you miss just because you didn't feel like
(74) going to work that day?

00. NONE

________ NUMBER OF DAYS MISSED

72. How many of these days did you miss because you were sick?
(75)

00. NONE

________ NUMBER OF DAYS MISSED

73. Would you say that you are absent from work more often than other people you
(75) work with, less often, or about the same?

1. MORE OFTEN

2. LESS OFTEN

3. ABOUT THE SAME

6. R IS NEVER ABSENT

0. DON'T WORK WITH OTHERS

74. People differ in what they mean by the words "working overtime." In terms of
(146) your own job, what do you regard as working overtime? (CHECK AS MANY AS APPLY.)

a ☐ Working more than ____ hours a week (SPECIFY NUMBER OF HOURS)

b ☐ Working more than _____ hours a day (SPECIFY NUMBER OF HOURS)

c ☐ Working before or after certain hours (WITH NO SPECIFICATION THAT TOTAL NUMBER OF HOURS IS EXCEEDED)

d ☐ Working on particular days when R does not normally work

e ☐ Other (SPECIFY): ____

____

f ☐ R does not have anything that (he/she) considers overtime → (TURN TO Q80

75. Who determines whether you're going to put in overtime hours?
(146) Is it mostly up to you or mostly up to your employer?

1. MOSTLY UP TO R

TURN TO Q77

5. MOSTLY UP TO EMPLOYER OR SUPERVISOR

76. Could you refuse to work overtime if asked without being penalized in any way?

1. YES

TURN TO Q77

5. NO

TURN TO Q77

77. How often do you work overtime--often, once in a while, or never?
(147)

1. OFTEN

3. ONCE IN A WHILE

5. NEVER

GO TO Q79

78. Would you like to work less overtime hours than you presently do?
(147)

1. YES

GO TO Q80

5. NO

79. Would you like to work more overtime hours than you presently do?
(147)

1. YES

5. NO

80. Could you tell me what problems or difficulties you run into concerning the hours you work, your work schedule, or overtime?
(137)

____

____

____

____

NO PROBLEMS TURN TO Q82

81. How much of a problem for you (is this/are these things)?
(137) (SHOW CARD 4, BLUE)

1. NO PROBLEM AT ALL

2. SLIGHT

3. SIZEABLE

4. GREAT

82. Does your job at any time expose you to what you feel are physical dangers or
(149) unhealthy conditions?

1. YES

5. NO
TURN TO Q90

83. What are those dangers or unhealthy conditions?
(150)

LIST BELOW THE FIRST THREE MENTIONED
UNDER Q84, Q86, Q88

84. DANGEROUS OR UNHEALTHY CONDITION #1 ______________________________

____

____

85. (REPEAT CONDITION LISTED ABOVE TO R)
(149) How severe a problem for you is this? (SHOW CARD 4, BLUE)

1. NO PROBLEM AT ALL	2. SLIGHT	3. SIZEABLE	4. GREAT

86. DANGEROUS OR UNHEALTHY CONDITION #2 ______________________________

____

____

87. (REPEAT CONDITION LISTED ABOVE TO R. IF BLANK TURN TO P22, Q90)
How severe a problem for you is this? (SHOW CARD 4, BLUE)

1. NO PROBLEM AT ALL	2. SLIGHT	3. SIZEABLE	4. GREAT

88. DANGEROUS OR UNHEALTHY CONDITION #3 ______________________________

____

____

89. (REPEAT CONDITION LISTED ABOVE TO R. IF BLANK TURN TO Q90
How severe a problem for you is this? (SHOW CARD 4, BLUE)

1. NO PROBLEM AT ALL	2. SLIGHT	3. SIZEABLE	4. GREAT

90. Do you have anything you regard as a physical or nervous condition that limits
(33) the amount or kind of work you do?

1. YES

5. NO
TURN TO Q95

91. What is that?
(35)

____

____

____

____

____

92. Was this either caused by, or has it been made more severe by, any job
(33) you've ever had?

1. YES

5. NO

93. In general how much of a problem has this been for you either in working
(34) on the jobs you've had or in getting jobs you would have liked to have had? (SHOW CARD 4, BLUE)

1. NO PROBLEM AT ALL

2. SLIGHT

3. SIZEABLE

4. GREAT

94. Have you ever had to change jobs because of this?
(34)

1. YES

5. NO

95. Within the last three years have you had any illnesses or injuries you think
(158) were caused or made more severe by any job you had during this period?

1. YES	5. NO TURN TO Q104

96. Could you tell me what these illnesses or injuries were?
(161) LIST BELOW UNDER ILLNESS OR INJURY, WITH MOST RECENT ONE FIRST.

ILLNESS OR INJURY	(Q97) Present job or not?	(Q98) Within the last year or not?	(Q99) Kept from work more than 2 weeks
a. MOST RECENT ____________	1. YES	1. YES	1. YES
____________	5. NO	5. NO	5. NO
____________			
b. SECOND MOST RECENT ________	1. YES	1. YES	1. YES
____________	5. NO	5. NO	5. NO
____________			
c. THIRD MOST RECENT ________	1. YES	1. YES	1. YES
____________	5. NO	5. NO	5. NO
____________			

(ASK Q97, Q98, Q99 FOR EACH ILLNESS OR INJURY)

97. When you had (NAME OF ILLNESS OR INJURY), were you working at your
(160) present job? ENTER RESPONSE IN THE LEFT COLUMN OF YES-NO BOXES ABOVE.

98. Did this (NAME OF ILLNESS OR INJURY) occur wi[illegible]n the last year? ENTER REPONSE IN THE MIDDLE COLUMN OF YES-NO BOXES ABOVE.
(159)

99. When you had (NAME OF ILLNESS OR INJURY), did it keep you away from
(159) your job for more than two weeks? ENTER RESPONSE IN THE RIGHT COLUMN OF YES-NO BOXES ABOVE.

100. In general how much of a problem did (NAME OF MOST RECENT ILLNESS OR INJURY)
(160) create for you? (SHOW CARD 4, BLUE)

1. NO PROBLEM AT ALL	2. SLIGHT	3. SIZEABLE	4. GREAT

CHECK-BOX G:

INTERVIEWER: REFER BACK TO Q99

1. R HAD AN ILLNESS OR INJURY WHICH KEPT (HIM/HER) FROM THE JOB FOR MORE THAN TWO WEEKS

5. R HAD NO ILLNESS OR INJURY WHICH KEPT (HIM/HER) FROM T JOB FOR MORE THAN TWO WEEKS

TURN TO Q104

INTERVIEWER: ASK QUESTIONS 101 THROUGH 103 WITH REFERENCE TO THE MOST
ILLNESS OR INJURY WHICH KEPT R FROM (HIS/HER) JOB FOR MORE THAN TWO WEE

101. (133) While you were ill, how much of your medical, surgical, or hospit
expenses were covered by any personal, company, or governmental
insurances or programs--most or all, some, only a little, or none

1. MOST OR ALL
2. SOME
3. ONLY A LITTLE
4. NO

102. (133) While you were ill, how much of your living expenses were covered
personal, company, or governmental insurances or programs--most o
some, only a little, or none?

1. MOST OR ALL
2. SOME
3. ONLY A LITTLE
4. NO

CHECK-BOX H:

1. R ANSWERS "MOST OR ALL" TO BOTH Q101 AND Q102

TURN TO Q104

5. R ANSWERS SOMETHING O THAN "MOST OR ALL" TO EITHER Q101 OR Q102

103. (134) How much of a problem for you was me
all your expenses during this time?
(SHOW CARD 4, BLUE)

1. NO PROBLEM AT ALL
2. SL
3. SIZEABLE
4. GR

TIME IS NOW ________

104. Now I want to find out about all illnesses that you've had in the past year
(28-29) whether or not any of them were caused or made more severe by your job.

(INTERVIEWER: BE SURE TO CHECK "YES" FOR ANY ILLNESSES MENTIONED ON Q96 THAT OCCURRED IN THE PAST YEAR. ASK Q105 FOR ANY ILLNESS R HAD IN THE PAST YEAR.)

105. Have you been under treatment or taken any medication for this in the past year?

a. Have you had a cold or the flu?

☐ 5. NO ☐ 1. YES → a. ☐ 5. NO ☐ 1. YES

b. Have you had trouble seeing?

☐ 5. NO ☐ 1. YES → b. ☐ 5. NO ☐ 1. YES

c. Trouble hearing

☐ 5. NO ☐ 1. YES → c. ☐ 5. NO ☐ 1. YES

d. Asthma

☐ 5. NO ☐ 1. YES → d. ☐ 5. NO ☐ 1. YES

e. Hay fever

☐ 5. NO ☐ 1. YES → e. ☐ 5. NO ☐ 1. YES

f. Thyroid trouble or goiter

☐ 5. NO ☐ 1. YES → f. ☐ 5. NO ☐ 1. YES

g. Bronchitis

☐ 5. NO ☐ 1. YES → g. ☐ 5. NO ☐ 1. YES

(LIST CONTINUES ON NEXT PAGE)

104. (cont.)			105. Have you been under treatment or taken any medication for this in the past year?		
h. Skin trouble	5. NO ↓	1. YES →	h.	5. NO	1. YES
i. Paralysis of any kind	5. NO ↓	1. YES →	i.	5. NO	1. YES
j. Gall bladder or liver trouble	5. NO ↓	1. YES →	j.	5. NO	1. YES
k. Ulcers	5. NO ↓	1. YES →	k.	5. NO	1. YES
l. Varicose veins	5. NO ↓	1. YES →	l.	5. NO	1. YES
m. Trouble with your back or spine	5. NO ↓	1. YES →	m.	5. NO	1. YES
n. Arthritis or rheumatism	5. NO ↓	1. YES →	n.	5. NO	1. YES
o. Heart disease or any heart trouble	5. NO ↓	1. YES →	o.	5. NO	1. YES

(LIST CONTINUES ON NEXT PAGE)

104. (cont.)

105. Have you been under treatment or taken any medication for this in the past year?

p. Hypertension or high blood pressure	5. NO	1. YES →	p.	5. NO	1. YES
q. Diabetes	5. NO	1. YES →	q.	5. NO	1. YES
r. Epilepsy	5. NO	1. YES →	r.	5. NO	1. YES
s. Cancer	5. NO	1. YES →	s.	5. NO	1. YES
t. Tuberculosis	5. NO	1. YES →	t.	5. NO	1. YES
u. Hernia or rupture	5. NO	1. YES →	u.	5. NO	1. YES
v. A stroke	5. NO	1. YES →	v.	5. NO	1. YES

106. (29) What other illnesses have you been treated for or taken medicine for in the past year?

NONE

107. (HAND R TAN SHEET LABELED Q107). Here is a list of other physical
(30) conditions. Please check how often each has happened to you in the past year.

INTERVIEWER: ATTACH TAN SHEET LABELED Q107 HERE AFTER R HAS COMPLETED FORM.

	(1) OFTEN	(2) SOME-TIMES	(3) RARELY	(4) NEVER
a. cramps in my legs	☐	☐	☐	☐
b. pains in my heart	☐	☐	☐	☐
c. tightness or heaviness in my chest	☐	☐	☐	☐
d. trouble breathing or shortness of breath	☐	☐	☐	☐
e. swollen ankles	☐	☐	☐	☐
f. pains in my back or spine	☐	☐	☐	☐
g. pains in my stomach	☐	☐	☐	☐
h. headaches	☐	☐	☐	☐
i. coughing or having heavy chest colds	☐	☐	☐	☐
j. stiffness, swelling, or aching in my joints or muscles	☐	☐	☐	☐
k. becoming very tired in a short time	☐	☐	☐	☐
l. having trouble getting to sleep	☐	☐	☐	☐
m. having trouble staying asleep	☐	☐	☐	☐
n. finding it difficult to get up in the morning	☐	☐	☐	☐
o. feeling my heart pounding or racing	☐	☐	☐	☐
p. hands sweating so that they feel damp and clammy	☐	☐	☐	☐
q. feeling nervous or fidgety and tense	☐	☐	☐	☐
r. being completely worn out at the end of the day	☐	☐	☐	☐
s. poor appetite	☐	☐	☐	☐

108. Now I want to ask you about some other things that may affect your health--smoking and drinking. Do you smoke?
(44)

1. YES	5. NO

109. How often do you usually have a drink of liquor, beer, or wine? (SHOW CARD 6, YELLOW)
(41)

☐ 10 THREE OR MORE TIMES A DAY
☐ 09 TWO TIMES A DAY
☐ 08 ONCE A DAY
☐ 07 THREE OR FOUR TIMES A WEEK
☐ 06 ONCE OR TWICE A WEEK
☐ 05 TWO OR THREE TIMES A MONTH
☐ 04 ABOUT ONCE A MONTH
☐ 03 LESS THAN ONCE A MONTH BUT AT LEAST ONCE A YEAR (TURN TO Q115)
☐ 02 LESS THAN ONCE A YEAR (TURN TO Q115)
☐ 01 NEVER HAD A DRINK OF LIQUOR, BEER, OR WINE (TURN TO Q115)

110. Think of all the times you have had liquor, beer, or wine recently. When you drink, how often do you have as many as five or six drinks? (SHOW CARD 7, GREEN)
(42)

1. NEARLY EVERY TIME	2. MORE THAN HALF THE TIME	3. LESS THAN HALF THE TIME	4. ONCE IN A WHILE	5. NEVER

111. When you drink, how often do you have three or four drinks? (SHOW CARD 7 ,GREEN)
(42)

1. NEARLY EVERY TIME	2. MORE THAN HALF THE TIME	3. LESS THAN HALF THE TIME	4. ONCE IN A WHILE	5. NEVER

112. When you drink, how often do you have one or two drinks? (SHOW CARD 7, GREEN)
(42)

1. NEARLY EVERY TIME	2. MORE THAN HALF THE TIME	3. LESS THAN HALF THE TIME	4. ONCE IN A WHILE	5. NEVER

113. How often do you usually have a drink of liquor, beer, or wine on the job--I don't mean at lunch or office parties but actually while you are working? (SHOW CARD 6, YELLOW)
(43)

☐ 10 THREE OR MORE TIMES A DAY
☐ 09 TWO TIMES A DAY
☐ 08 ONCE A DAY
☐ 07 THREE OR FOUR TIMES A WEEK
☐ 06 ONCE OR TWICE A WEEK
☐ 05 TWO OR THREE TIMES A MONTH
☐ 04 ABOUT ONCE A MONTH
☐ 03 LESS THAN ONCE A MONTH BUT AT LEAST ONCE A YEAR
☐ 02 LESS THAN ONCE A YEAR
☐ 01 NEVER HAD A DRINK OF LIQUOR, BEER, OR WINE

114. People drink wine, beer, or liquor for different reasons. Here are some
(39-40) statements people have made about why they drink. How important would you say that each of the following is to you as a reason for drinking? (HAND R YELLOW SHEET LABELED Q114.)

INTERVIEWER: ATTACH YELLOW SHEET LABELED Q114 HERE AFTER RESPONDENT HAS COMPLETED THE FORM.

	(1) VERY IMPORTANT	(2) SOME-WHAT IMPORTANT	(3) A LITTLE IMPORTANT	(4) NOT AT ALL IMPORTANT
a. I drink because it helps me to relax	☐	☐	☐	☐
b. I drink to be sociable	☐	☐	☐	☐
c. I like the taste	☐	☐	☐	☐
d. I drink when I want to forget about my job	☐	☐	☐	☐
e. I drink because the people I know drink	☐	☐	☐	☐
f. I drink because it makes me feel good	☐	☐	☐	☐
g. I drink to celebrate special occasions	☐	☐	☐	☐
h. I drink when I want to forget everything	☐	☐	☐	☐
i. A drink helps me to forget my worries	☐	☐	☐	☐
j. A small drink improves my appetite for food	☐	☐	☐	☐
k. A drink helps me to forget the problems on my job	☐	☐	☐	☐
l. I accept a drink because it is the polite thing to do in certain situations	☐	☐	☐	☐
m. I drink because I need it when there is pressure on my job	☐	☐	☐	☐
n. A drink helps to cheer me up when I'm in a bad mood	☐	☐	☐	☐
o. I drink because I need it when I'm tense and nervous	☐	☐	☐	☐

115 (31) Now I'd like to find out about all the injuries you've had in the past year whether or not any of them were caused or made more severe by your job. What injuries have you had in the past year? (INTERVIEWER: BE SURE TO INCLUDE ALL INJURIES OCCURRING WITHIN THE PAST YEAR THAT R MENTIONED Q96.)

NONE GO TO Q116

Injury A: ______________________________

____

Injury B: ______________________________

____

Injury C: ______________________________

____

Injury D: ______________________________

____

116. (32) (SHOW CARD 8, ORANGE) Here is a picture of a ladder that describes how healthy a person is. The top of the ladder represents perfect health, and the bottom of the ladder represents total and permanent disability. Please tell me which step on the ladder indicates how your health has been lately.

__________ NUMBER

117. (32) (SHOW CARD 8, ORANGE) Which step indicates how your health was five years ago?

__________ NUMBER

118. (32) (SHOW CARD 9, GREY) Here is another ladder. This one describes how much pep and energy a person has. The top of the ladder indicates always being full of pep and energy, and the bottom of the ladder represents never having any pep or energy. Please tell me which step on the ladder indicates how much pep and energy you've had lately.

__________ NUMBER

119. (33) (SHOW CARD 9, GREY) Which step indicates how much pep and energy you had five years ago?

__________ NUMBER

TIME IS NOW __________

120. When you report for work each day, do you usually go to the same place?
(165)

1. YES

5. NO
GO TO Q122

121. On the average day about how long does it take you to get from your home to the place where you report for work?
(165)

__________ HOURS AND __________ MINUTES

122. How do you usually go to and from work--in your own car, in someone else's car, on public transportation, walk, or what?
(166)

1. OWN CAR, MOTORCYCLE
2. SOMEONE ELSE'S CAR, (NOT COMPANY CAR)
3. COMPANY VEHICLE
4. PUBLIC TRANSPORTATION
5. WALK, BICYCLE
7. OTHER (SPECIFY): ______________________________

123. What things concerning your travel to and from work do you consider problems and would like to see changed if possible?
(167)

NO PROBLEMS (TURN TO Q125)

124. How much of a problem (are these things/is this) for you?
(167) (SHOW CARD 4, BLUE)

1. NO PROBLEM AT ALL
2. SLIGHT
3. SIZEABLE
4. GREAT

125. Is there any one place or building where you spend most of your working time, or do you work in several different places?
(154)

1. ONE PLACE ↓

5. SEVERAL PLACES
TURN TO Q129

126. Are the physical conditions at the place where you spend most of your working time as comfortable and pleasant as you would like or would you like them to be better?
(154)

5. AS COMFORTABLE AS R LIKES
TURN TO Q129

1. R WOULD LIKE IT TO BE BETTER ↓

127. In what ways aren't they as comfortable or pleasant as you'd like?
(155)

____

____

____

____

____

128. How much of a problem (does this condition/do these conditions) create for you? (SHOW CARD 4, BLUE)
(154)

1. NO PROBLEM AT ALL	2. SLIGHT	3. SIZEABLE	4. GREAT

129. How much does your income from your job figure out to be a year, before taxes and other deductions are made?
(149)

__________ DOLLARS A YEAR

GO TO CHECK-BOX I

DON'T KNOW

INTERVIEWERS: FOR FARMERS AND BUSINESS OWNERS BE SURE THEY REPORT INCOME AFTER BUSINESS EXPENSES ARE DEDUCTED BUT BEFORE PERSONAL DEDUCTIONS.

130. How often do you get a paycheck on your job?
(115)

12. ONCE A MONTH	24. TWICE A MONTH	26. EVERY TWO WEEKS	52. ONCE A WEEK

OTHER (SPECIFY): ______________________________

____

____

131. How much do you get paid each pay period for this job, before taxes and other deductions are made?

__________ DOLLARS A PAYCHECK

CHECK-BOX I. INTERVIEWER: REFER TO COVER SHEET. ARE THERE OTHERS IN HOUSEHOLD WHO WORK?

1. THERE ARE OTHER PEOPLE WHO WORK IN HOUSEHOLD

5. THERE ARE NO OTHER PEOPLE WHO WORK IN HOUSEHOLD
TURN TO Q133

132. Are you the major wage earner in your immediate family?
(229)

1. YES   5. NO

133. Roughly what is the total yearly income before taxes of your immediate family--including your income, the wages of everyone else in the family who works, and income from any other sources?
(116)

__________ DOLLARS A YEAR

134. Do you feel that this total income is enough to meet (your family's/your) usual monthly expenses and bills?
(116)

1. YES — GO TO Q136

5. NO

135. How much of a problem is this for you? (SHOW CARD 4, BLUE)
(117)

1. NO PROBLEM AT ALL

2. SLIGHT

3. SIZEABLE

4. GREAT

TURN TO Q137

136. Do you feel that this total income is enough for (you and your family/you) to live as comfortably as you would like?
(116)

1. YES

5. NO

137. (120) I'll read off some fringe benefits. Just tell me whether or not your employer makes each available to you. (INTERVIEWER: ASK THE CONTINGENCY Q138 AS INDICATED IMMEDIATELY AFTER R SAYS BENEFIT IS MADE AVAILABLE TO HIM, THEN CONTINUE READING THE LIST.)

		138. Do you participate in this program?	
a. Medical, surgical, or hospital insurance that covers any illness or injury that might occur to you while off the job	1. YES → 5. NO	1. YES	5. NO
b. Life insurance that would cover a death occurring for reasons not connected with your job	1. YES → 5. NO	1. YES	5. NO
c. A retirement program	1. YES → 5. NO	1. YES	5. NO
d. A training program you can take to improve your skills	1. YES → 5. NO	1. YES	5. NO
e. Profit sharing	1. YES → 5. NO	1. YES	5. NO
f. Stock options	1. YES → 5. NO	1. YES	5. NO
g. Free or discounted meals	1. YES → 5. NO	1. YES	5. NO
h. Free or discounted merchandise	1. YES → 5. NO	1. YES	5. NO
i. A place for employee's children to be taken care of while their parents are working (day-care center)	1. YES → 5. NO	1. YES	5. NO
j. (WOMEN ONLY) Maternity leave with pay	1. YES 5. NO		
k. (WOMEN ONLY) Maternity leave with full re-employment rights	1. YES 5. NO		

139. Are there any fringe benefits that you're not getting now that you'd like to be getting?
(121)

1. YES

5. NO
GO TO Q142

140. Which one benefit you're not getting now would you most like to be getting?
(122)

____

____

141. How much of a problem for you is not getting this particular fringe benefit? (SHOW CARD 4, BLUE)
(121)

1. NO PROBLEM AT ALL	2. SLIGHT	3. SIZEABLE	4. GREAT

142. In the last three years have your wages ever been garnisheed or assigned?
(125)

1. YES

5. NO
TURN TO Q146

143. How many times in the last three years did this happen to you?

1. ONCE ONLY

IF MORE THAN ONCE, ENTER NUMBER OF TIMES: __________ AND ASK Q144 & Q145 WITH REFERENCE ONLY TO THE MOST RECENT CASE.

144. Was (this/this most recent time) done with or without your permission?
(126)

1. WITH PERMISSION

5. WITHOUT PERMISSION

145. How much of a problem was (this/this most recent time) for you? (SHOW CARD 4, BLUE)
(125)

1. NO PROBLEM AT ALL	2. SLIGHT	3. SIZEABLE	4. GREAT

146. (Other than garnishment or assignment) have you at any time in the last three
(129) years had any trouble getting your wages paid in full, or on time, or regularly?

1. YES

5. NO
TURN TO Q150

147. How many times in the past three years did this happen?
(129)

1. ONCE ONLY

IF MORE THAN ONCE, ENTER NUMBER OF TIMES: __________ AND ASK Q148 & Q149 WITH REFERENCE ONLY TO THE MOST RECENT CASE.

148. What was (the/the most recent) problem you had in getting your wages?
(130)

149. How much of a problem for you was this trouble you had getting your
(129) wages? (SHOW CARD 4, BLUE)

1. NO PROBLEM AT ALL

2. SLIGHT

3. SIZEABLE

4. GREAT

150. As part of your present job do you belong to a union or employee's association?
(171)

☐ 1. YES ☐ 5. NO (TURN TO Q156

151. Could you tell me about any problems there are with your (union/employee's association) regarding how democratically it is run?
(171)

☐ NO PROBLEMS (GO TO Q153) ☐ DON'T KNOW (GO TO Q153)

152. How much of a problem for you do you feel (this is/these things are)? (SHOW CARD 4, BLUE)
(172)

☐ 1. NO PROBLEM AT ALL ☐ 2. SLIGHT ☐ 3. SIZEABLE ☐ 4. GREAT

153. Could you tell me about any problems there are with your (union/employee's association) regarding how well it is managed?
(172)

☐ NO PROBLEMS (TURN TO Q155) ☐ DON'T KNOW (TURN TO Q155)

154. How much of a problem for you dc you feel (this is/these things are)? (SHOW CARD 4, BLUE)
(173)

☐ 1. NO PROBLEM AT ALL ☐ 2. SLIGHT ☐ 3. SIZEABLE ☐ 4. GREAT

155. (177) Do you think your union should now put most of its effort into securing higher wages, fringe benefits and job security and things like that, or should it put most of its effort into securing more interesting and challenging work or should it put equal effort into both?

1. MORE WAGES, FRINGE BENEFITS, AND JOB SECURITY	2. MORE INTERESTING, CHALLENGING WORK	3. EQUAL EFFORT

156. (177) Generally do you think unions in this country should put most of their efforts into securing higher wages, fringe benefits and job security and things like that, or should they put most of their efforts into securing more interesting and challenging work or should they put equal efforts into both?

1. MORE WAGES, FRINGE BENEFITS, AND JOB SECURITY	2. MORE INTERESTING, CHALLENGING WORK	3. EQUAL EFFORT

157. (197) How likely is it that in the next few years machines or computers will be doing a lot of the things you now do on your job? Is it very likely, somewhat, a little, or not at all likely?

1. VERY LIKELY	2. SOMEWHAT LIKELY	3. A LITTLE LIKELY	4. NOT AT ALL LIKELY TURN TO Q159

158. (197) If this happens, would you be out of a job, or would your employer find something else for you to do, or would your job just be adapted to the machine or computer, or what?

1. OUT OF JOB	2. SOMETHING ELSE WITH SAME EMPLOYER	3. JOB ADAPTED TO MACHINE OR COMPUTER

OTHER (SPECIFY): ______________________________

____

____

159. (198) About how easy would it be for you to find a job with another employer with approximately the same income and fringe benefits you now have? Would you say very easy, somewhat easy, or not easy at all?

5. VERY EASY	3. SOMEWHAT EASY	1. NOT EASY AT ALL

160. (189) Do you feel in any way discriminated against on your job because of your age?

1. YES	5. NO TURN TO Q163

161. (190) In what ways do you feel you have been discriminated against?

____

____

____

____

____

162. (189) How much of a problem for you is this discrimination that you face? (SHOW CARD 4, BLUE)

1. NO PROBLEM AT ALL	2. SLIGHT	3. SIZEABLE	4. GREAT

163. (WOMEN ONLY--FOR MEN GO TO Q166) Do you feel in any way discriminated against on your job because you are a woman?
(179)

1. YES	5. NO GO TO Q166

164. In what ways do you feel you have been discriminated against?
(180)

____

____

____

____

____

165. How much of a problem for you is this discrimination that you face? (SHOW CARD 4, BLUE)
(179)

1. NO PROBLEM AT ALL	2. SLIGHT	3. SIZEABLE	4. GREAT

166. Do you feel in any way discriminated against on your job because of your race or national origin?
(185)

1. YES	5. NO TURN TO Q169

167. In what ways do you feel you have been discriminated against?
(186)

____

____

____

____

____

168. How much of a problem for you is this discrimination that you face? (SHOW CARD 4, BLUE)
(185)

1. NO PROBLEM AT ALL	2. SLIGHT	3. SIZEABLE	4. GREAT

169. Within the past three years have you tried to find a job through a private employment agency?
(193)

1. YES   5. NO

170. Within the past three years have you tried to find a job through the state employment service?
(193)

1. YES   5. NO

CHECK-BOX J: REFER TO Q169 AND Q170.

1. BOTH PRIVATE AND STATE EMPLOYMENT SERVICE	2. ONLY PRIVATE AGENCY	3. ONLY STATE EMPLOYMENT SERVICE	4. NOT USED EITHER TYPE OF AGENCY
	GO TO Q172	GO TO Q172	TURN TO Q178

171. Which did you use most recently?
(193)

1. PRIVATE   5. STATE

INTERVIEWER: ASK Q172 AND Q173 WITH REFERENCE TO MOST RECENT EXPERIENCE WITH AN EMPLOYMENT AGENCY

172. Could you tell me what problems or difficulties you ran into the last time you dealt with the agency?
(193)

NO PROBLEMS   TURN TO Q178

173. In general how severe would you say (this problem was/these problems were) that you've just told me about concerning the agency?
(194)
(SHOW CARD 4, BLUE)

1. NO PROBLEM AT ALL   2. SLIGHT   3. SIZEABLE   4. GREAT

TURN TO Q178

(Q174, 175, 176, 177 ASKED OF SELF-EMPLOYED WORKERS ONLY)

174. (219) Do you feel that you get any advantages in being self-employed and working for yourself?

1. YES

5. NO

GO TO Q176

175. (219) What are these advantages?

____

____

____

____

____

____

176. (219) Do you feel that you have any disadvantages in being self-employed and working for yourself?

1. YES

5. NO

TURN TO Q178

177. (220) What are these disadvantages?

____

____

____

____

____

____

TIME IS NOW ________

178. (JOB SATISFACTION SORT--PINK/WHITE CARDS)

(63-65) Here are some cards that describe different aspects of a person's job. I'd like you to put each white card below the pink card which best reflects how true you feel each is of your job.

(LAY DOWN PINK ALTERNATIVE CARDS WITH "VERY TRUE" ON R'S LEFT. HAND WHITE ITEM CARDS TO R TO SORT. COLLECT CARDS WITH PINK CARDS ON TOP OF EACH PILE. MARK UNSORTED CARDS. RUBBER BAND THE CARDS AND PLACE THEM INSIDE THE PINK ENVELOPE AND RUBBER BAND THE ENVELOPE.)

CARDS IN THE ORDER IN WHICH THEY ARE GIVEN:

10 I am given a lot of chances to make friends
11 the chances for promotion are good
12 the people I work with are friendly and helpful
13 I have an opportunity to develop my own special abilities
14 travel to and from work is convenient
15 I receive enough help and equipment to get the job done
16 I am not asked to do excessive amounts of work
17 the work is interesting
18 I have enough information to get the job done
19 the pay is good
20 I am given a lot of freedom to decide how I do my own work
21 I am given a chance to do the things I do best
22 the job security is good
23 the problems I am expected to solve are hard enough
24 my supervisor is competent in doing (his/her) job
25 my responsibilities are clearly defined
26 I have enough authority to do my job
27 my fringe benefits are good
28 the physical surroundings are pleasant
29 I can see the results of my work
30 I can forget about my personal problems
31 I have enough time to get the job done
32 my supervisor is very concerned about the welfare of those under (him/her)
33 I am free from the conflicting demands that other people make of me
34 the hours are good
35 my supervisor is successful in getting people to work together
36 promotions are handled fairly
37 the people I work with take a personal interest in me
38 my employer is concerned about giving everyone a chance to get ahead
39 my supervisor is friendly
40 my supervisor is helpful to me in getting my job done
41 the people I work with are helpful to me in getting my job done
42 the people I work with are competent in doing their jobs
43 the people I work with are friendly

179. (54) All in all, how satisfied would you say you are with your job--very satisfied, somewhat satisfied, not too satisfied, or not at all satisfied?

4. VERY SATISFIED	3. SOMEWHAT SATISFIED	2. NOT TOO SATISFIED	1. NOT AT ALL SATISFIED

180. (55) (PHRASE IN SAME SEX AS R). If a good friend of yours told you (he/she) was interested in working in a job like yours for your employer, what would you tell (him/her)? Would you strongly recommend this job, would you have doubts about recommending it, or would you strongly advise (him/her) against this sort of job?

5. STRONGLY RECOMMEND IT	3. HAVE DOUBTS ABOUT RECOMMENDING IT	1. ADVISE (HIM/HER) AGAINST IT

181. (55) Knowing what you know now, if you had to decide all over again whether to take the job you now have, what would you decide? Would you decide without any hesitation to take the same job, would you have some second thoughts, or would you decide definitely not to take the same job?

5. DECIDE WITHOUT HESITATION TO TAKE SAME JOB	3. HAVE SOME SECOND THOUGHTS	1. DECIDE DEFINITELY NOT TO TAKE THE JOB

182. (76) Taking everything into consideration, how likely is it that you will make a genuine effort to find a new job with another employer within the next year--very likely, somewhat likely, or not at all likely?

1. VERY LIKELY	3. SOMEWHAT LIKELY	5. NOT AT ALL LIKELY

183. (55) In general, how well would you say that your job measures up to the sort of job you wanted when you took it? Would you say it is very much like, somewhat like, or not very much like the job you wanted when you took it?

1. VERY MUCH LIKE	3. SOMEWHAT LIKE	5. NOT VERY MUCH LIKE

184. On most days on your job, how often does time seem to drag for you--often, sometimes, rarely, or never?
(71)

1. OFTEN
2. SOMETIMES
3. RARELY
4. NEVER

185. Some people are completely involved in their job--they are absorbed in it night and day. For other people, their job is simply one of several interests. How involved do you feel in your job--very little, slightly, moderately, or strongly involved?
(71)

1. VERY LITTLE
2. SLIGHTLY
3. MODERATELY
4. STRONGLY

186. IF R IS MALE ASK:
(183)

Would a woman perform better, as well as, or worse than a man on your job or would sex make no difference?

IF R IS FEMALE ASK:

Would a man perform better, as well as, or worse than a woman on your job or would sex make no difference?

1. OPPOSITE SEX WOULD DO A BETTER JOB
2. OPPOSITE SEX WOULD DO A WORSE JOB
3. OPPOSITE SEX WOULD PERFORM AS WELL, OR SEX WOULD MAKE NO DIFFERENCE

TURN TO Q188

187. Why is that? ______________________________
(184)

____

____

____

____

188. If you were to get enough money to live as comfortably as you'd like for the
(225) rest of your life, would you continue to work?

1. YES

5. NO
GO TO Q190

189. Why would you continue to work?
(226)

TURN TO Q192

ASK IF "NO" TO Q188

190. Why would you not continue to work?
(227)

191. What would you miss most about not working?
(226)

192. Now I'd like to get some background information about you. First, are you married, widowed, separated, divorced, or have you never been married?
(235)

1. MARRIED	2. WIDOWED	3. SEPARATED	4. DIVORCED	5. NEVER MARRIED

193. How old were you on your last birthday?
(19)

__________ YEARS OLD

194. What was the highest grade of school or level of education you completed?
(20)

☐0 NONE

☐1 GRADES 1-7 (SOME GRADE SCHOOL)

☐2 GRADE 8 (COMPLETION OF GRADE SCHOOL)

☐3 GRADES 9-11 (SOME HIGH SCHOOL)

☐4 GRADE 12 (HIGH SCHOOL DIPLOMA, GED, OR ANY HIGH SCHOOL EQUIVALENT)

☐5 GRADES 13-15 (SOME COLLEGE)

☐6 GRADE 16 (COLLEGE DEGREE)

☐7 GRADUATE OR PROFESSIONAL EDUCATION IN EXCESS OF COLLEGE DEGREE

195. (45) Before we complete this interview I'd like to ask you to fill out a few sets of questions. First (HAND R BLUE SHEET LABELED P50, Q195 & Q196) here are some words and phrases which ask you how you see yourself in your work. For example, if you think that you are very "successful" in your work put a mark in the box right next to the word "successful." If you think that you are not at all successful in your work put a mark in the box right next to the words "not successful." If you think you are somewhere in between, put a mark where you think it belongs. Put a mark in one box on every line. After completing this set of questions, follow the instructions and go on answering the questions at the bottom of the page.

INTERVIEWER: ATTACH BLUE SHEET LABELED Q195 & Q196 HERE AFTER R HAS COMPLETED THE FORM.

a.	SUCCESSFUL	1	2	3	4	5	6	7	NOT SUCCESSFUL
b.	DO NOT KNOW MY JOB WELL	1	2	3	4	5	6	7	KNOW MY JOB WELL
c.	IMPORTANT	1	2	3	4	5	6	7	NOT IMPORTANT
d.	DOING MY BEST	1	2	3	4	5	6	7	NOT DOING MY BEST
e.	SAD	1	2	3	4	5	6	7	HAPPY

(RESPONDENT SHOULD CONTINUE TO NEXT QUESTION)

196. (46) Check how you feel when you think about yourself and your job.

		(1) OFTEN	(2) SOMETIMES	(3) RARELY	(4) NEVER
a.	I feel down-hearted and blue.	☐	☐	☐	☐
b.	I get tired for no reason.	☐	☐	☐	☐
c.	I find myself restless and can't keep still.	☐	☐	☐	☐
d.	My mind is as clear as it used to be.	☐	☐	☐	☐
e.	I find it easy to do the things I used to do.	☐	☐	☐	☐
f.	I feel hopeful about the future.	☐	☐	☐	☐
g.	I find it easy to make decisions.	☐	☐	☐	☐
h.	I am more irritable than usual.	☐	☐	☐	☐
i.	I still enjoy the things I used to.	☐	☐	☐	☐
j.	I feel that I am useful and needed.	☐	☐	☐	☐

197. Here is a list of statements that people may or may not agree with. (HAND R GOLD SHEET LABELED Q197.) For each of them indicate how much you either agree or disagree.

(237-238)

INTERVIEWER: ATTACH GOLD SHEET LABELED Q197 HERE AFTER R HAS COMPLETED THE FORM.

	(1) STRONGLY AGREE	(2) MILDLY AGREE	(3) MILDLY DISAGREE	(4) STRONGLY DISAGREE
a. The death penalty for serious crimes should be abolished entirely.	☐	☐	☐	☐
b. It is irresponsible for a person to spend most of his/her income on food, pleasure and travel and not save any money except for life insurance.	☐	☐	☐	☐
c. Those who break laws should never be excused for their crimes.	☐	☐	☐	☐
d. Cleanliness is next to Godliness.	☐	☐	☐	☐
e. Everyone should be provided with the basic necessities of life whether or not they work.	☐	☐	☐	☐
f. What young people need most is strict discipline by their parents.	☐	☐	☐	☐
g. Most people who don't get ahead just don't have enough will power.	☐	☐	☐	☐
h. A few strong leaders could make this country better than all the laws and talk.	☐	☐	☐	☐
i. An insult to your honor should not be forgotten.	☐	☐	☐	☐

NOTE: Descriptive statistics for questions on this page are not included in this volume.

198. People sometimes do things at work that would get them into trouble if they were caught. On this sheet are some questions about things like that.

Before I ask you to fill it out I want to remind you again that all information in this interview is voluntary and completely confidential. No one will ever see your name together with your answers. After you fill this out, you will put the answers in an envelope, and seal it, and then it will be mailed to the study staff separately from the rest of your interview.

(HAND R ENVELOPE AND WHITE SHEET WITH MAIL-BACK QUESTIONS ON IT) Check how often you've done the following during the past year.

	(1) ALL THE TIME	(2) OFTEN	(3) SOME-TIMES	(4) RARELY	(5) NEVER
a. Taken home office supplies or hand tools.	☐	☐	☐	☐	☐
b. Spread rumors or gossip to cause trouble at work.	☐	☐	☐	☐	☐
c. Done work badly or incorrectly on purpose.	☐	☐	☐	☐	☐
d. Stolen merchandise or equipment from your employer.	☐	☐	☐	☐	☐
e. Damaged your employer's property, equipment, or product accidentally but not reported it.	☐	☐	☐	☐	☐
f. Damaged your employer's property, equipment, or product on purpose.	☐	☐	☐	☐	☐
g. Used drugs or chemicals (except vitamins or aspirin) to help you get through the work day.	☐	☐	☐	☐	☐

h. CHECK WHICH GROUP YOUR AGE IS IN:
☐ 16 TO 29 YEARS OLD
☐ 30 TO 44 YEARS OLD
☐ 45 YEARS OR OLDER

i. CHECK WHICH SEX YOU ARE:
☐ MALE
☐ FEMALE

j. In general how satisfied are you with your job? CHECK ONE:
☐ VERY SATISFIED
☐ SOMEWHAT SATISFIED
☐ NOT TOO SATISFIED
☐ NOT AT ALL SATISFIED

AFTER R HAS COMPLETED FORM AND PUT IT IN THE ENVELOPE, HAVE R HAND YOU THE ENVELOPE FOR MAILING. CHECK HERE IF R REFUSED TO FILL OUT FORM: ☐

199. (49) (HAND R PINK SHEET LABELED P53, Q199) Here are some words and phrases which you can use to describe how you feel about your present life. Put a mark in one box on every line that describes how you see your life.

INTERVIEWER: ATTACH PINK SHEET LABELED Q199 HERE AFTER R HAS COMPLETED THE FORM.

a.	BORING	1	2	3	4	5	6	7	INTERESTING
b.	ENJOYABLE	1	2	3	4	5	6	7	MISERABLE
c.	EASY	1	2	3	4	5	6	7	HARD
d.	USELESS	1	2	3	4	5	6	7	WORTHWHILE
e.	FRIENDLY	1	2	3	4	5	6	7	LONELY
f.	FULL	1	2	3	4	5	6	7	EMPTY
g.	DISCOURAGING	1	2	3	4	5	6	7	HOPEFUL
h.	TIED DOWN	1	2	3	4	5	6	7	FREE
i.	DISAPPOINTING	1	2	3	4	5	6	7	REWARDING
j.	BRINGS OUT THE BEST IN ME	1	2	3	4	5	6	7	DOESN'T GIVE ME MUCH OF A CHANCE

200. And now two more questions to finish the interview.
(48)

Taking all things together, how would you say things are these days? Would you say you're very happy, pretty happy, or not too happy these days?

5. VERY HAPPY	3. PRETTY HAPPY	1. NOT TOO HAPPY

201. In general, how satisfying do you find the ways you're spending your life these days? Would you call it completely satisfying, pretty satisfying, or not very satisfying?
(48)

5. COMPLETELY SATISFYING	3. PRETTY SATISFYING	1. NOT VERY SATISFYING

ENDING TIME ____________

INTERVIEWER: COLLECT INFORMATION REQUESTED ON PAGE 3 OF COVER SHEET.

CHECK-BOX K:

WAS INFORMATION REQUESTED ON PAGE 3 OF COVER SHEET REFUSED?

1. GIVEN	5. REFUSED

INTERVIEWER OBSERVATION

202. R's sex: 1. MALE 2. FEMALE
(19)

203. R's race: 1. WHITE 2. BLACK
(19)
7. OTHER SPECIFY: ____________________

204. R's weight: 1. OBESE 2. OVERWEIGHT 3. AVERAGE FOR HEIGHT
(Data not reported here)
4. UNDERWEIGHT 5. SKINNY

205. About how tall is R? __________ FEET __________ INCHES
(Data not reported here)

206. How cooperative was R?
5. VERY COOPERATIVE 3. SOMEWHAT COOPERATIVE 1. NOT COOPERATIVE

207. How well did R understand the questions?
5. GOOD UNDERSTANDING 3. FAIR UNDERSTANDING 1. POOR UNDERSTANDING

208. Did R have any speech defects or other difficulty in speaking English?
(239)
5. NO 1. YES → SPECIFY: ____________________
____
____
____

209. Rate R's apparent intelligence.
(Data not reported here)
5. VERY HIGH 4. ABOVE AVERAGE 3. AVERAGE 2. BELOW AVERAGE 1. VERY LOW

210. Does R have any obvious disfigurements, missing limbs, or habits that could make it difficult for (him/her) to get a job?
(239)

5. NO   1. YES → SPECIFY: ______________________________

____

____

211. How suspicious did R seem about the study before the interview.

(Data not reported here)

1. NOT AT ALL   3. SOMEWHAT   5. VERY SUSPICIOUS

212. Overall, how great was R's interest in the interview?

1. VERY HIGH   2. ABOVE AVERAGE   3. AVERAGE   4. BELOW AVERAGE   5. VERY LOW

213. COPY INFORMATION FROM COVER SHEET

(230)	(a) Relationship to Head	(b) Sex	(c) Age	(d) Working 20 hrs. or more/ week for pay (YES/NO)	(e) Eligible Person Number	(f) Check R "✓"
Persons 16 years or over (235)						
Persons under 16 years (236)						

APPENDIX B

This appendix presents an updated version of the documentary products from the 1969-70 Survey of Working Conditions and the 1972-73 Quality of Employment Survey.

DOCUMENTARY PRODUCTS FROM THE 1969-70 SURVEY OF WORKING CONDITIONS

Revised as of April 1, 1974

Tabular Source Book

Survey of Working Conditions, Final Report of Univariate and Bivariate Tables. Document No. 2916-0001, U.S. Government Printing Office, August 1971. (Out of print).

Final Report

Quinn, R.P., Mangione, T.W., and others. *The 1969-70 Survey of Working Conditions: Chronicles of an Unfinished Enterprise*. Ann Arbor, Michigan: Survey Research Center, 1973.

Items marked below with an asterisk appear in original or revised forms as chapters in the aforementioned final report.

Published Analytical and Methodological Reports

* Barnowe, J.T., Mangione, T.W., and Quinn, R. P. Quality of employment indicators, occupational classifications and demographic characteristics as predictors of job satisfaction. Paper read at 80th annual meeting of American Psychological Association, Honolulu, 1972.

* Campbell, D. B. Relative influence of job and supervision on shared worker attitudes. *Journal of Applied Psychology*, 1971, *55*, 521-25.

Cohen, M. S. Sex differences in compensation. *Journal of Human Resources*, 1971, *6* (4), 434-447.

* Crowley, J., Levitin, T., and Quinn, R.P. Facts and fictions about the American working woman. Paper read at 80th annual meeting of American Psychological Association, Honolulu, 1972.

* Crowley, J., Levitin, T., and Quinn, R. P. Seven deadly half-truths about women. *Psychology Today*, March, 1973, p. 94.

Eden, D. Organizational membership vs. self-employment: Another blow to the American dream. *Organizational Behavior & Human Performance*, in press.

Eden, D. Self-employed workers: A comparison group for organizational psychology. *Organizational Behavior and Human Performance*, 1973, *9*, 186-214.

* Fine, B. D. *Comparison of Organizational Membership and Self Employment*. Doctoral dissertation, The University of Michigan. Ann Arbor, Michigan, University Microfilms, 1970. No. 71-23751.

Herrick, N.Q. Who's unhappy at work and why. Manpower, January 1972, 1-4.

* Herrick, N.Q. The now generation of workers. In H. L. Sheppard and N.Q. Herrick (Eds.) Where Have All the Robots Gone? New York: The Free Press, 1972, pp. 113-121.

Herrick, N. Q. Pockets of discontent. In H.L. Sheppard and N. Q. Herrick (Eds.) Where Have All the Robots Gone? New York: The Free Press, 1972, pp. 3-16.

Herrick, N. Q. and Quinn, R. P. The working conditions survey as a source of social indicators. Monthly Labor Review, 1971, 94 (4), 15-24.

* Levitin, T., Quinn, R. P., and Staines, G. L. Sex discrimination against the American working woman. American Behavioral Scientist, 1971, 15(2), 237-254. Also read at 79th annual meeting of American Psychological Association, Washington, D.C., 1971.

* Levitin, T., Quinn, R. P., and Staines, G. L. A woman is 58% of a man . . . Psychology Today, March, 1973, p. 89.

Mangione, T. W. The Validity of Job Satisfaction . Doctoral dissertation, The University of Michigan. Ann Arbor, Michigan, University Microfilms, 1973.

* Quinn, R. P., and Mangione, T. W. Evaluating weighted models of measuring job satisfaction: A Cinderella story. Organizational Behavior and Human Performance, 1973, 10, 1-23. Also read at 80th annual meeting of American Psychological Association, Honolulu, 1972.

* Seashore, S. E., and Barnowe, J. T. Behind the averages: A closer look at America's lower-middle-income workers. Proceedings of the Industrial Relations Research Association, Winter meeting,1971.

* Seashore, S. E., and Barnowe, J. T. Collar color doesn't count. Psychology Today, August, 1972, p. 52.

Seashore, S. E. Defining and measuring the quality of working life. Paper read at International Conference on the Quality of Working Life, September, 1972.

Seashore, S. E. Societal implications of the quality of employment. Paper presented before the Symposium on Consumption and the Quality of Life, Mainz, West Germany, October, 1972.

Seashore, S. E. A survey of working conditions in the United States. Studies in Personnel Psychology, October, 1972, 4(2), 7-19.

Seashore, S. E. Job satisfaction: A dynamic predictor of adaptive and defensive behaviour. Studies in Personnel Psychology, 1973, 5(1), 7-20.

Working Papers

Those marked simply "Multilith" are available, if asterisked, in the Final Report, or in paper form, c/o Working Conditions Papers, 5080 Institute for Social Research, The University of Michigan, Ann Arbor, Michigan, 48106.

* Barnowe, J. T., Mangione, T.W., and Quinn, R. P. The relative importance of job facets as indicated by an empirically derived model of job satisfaction. Multilith, May, 1972.

* Barnowe, J.T., and Quinn, R. P. Social desirability response set: A possible source of bias in the working conditions survey? Multilith, September, 1971.

* Barnowe, J. T., and Mangione, T. W. Jobsat '72 and its kinfolk--A brief manual. Multilith, March, 1973.

Bradford, A., Bouxsein, S., Staines, G. L., and Klem, L. The application of the AID-MCA search strategy to the prediction of wages. Multilith, September, 1972.

Cobb, W., Jr. "Comparison of job values of white and black workers." Master's thesis, The University of Michigan, 1971.

* Cobb, W., Jr. The relationship between quality of employment and job satisfaction among black and white workers. Multilith, March, 1973.

* Gupta, N. The mirage of trade-offs among job facets. Multilith, September, 1972.

* Mangione, T. W. "The meaning of work." Master's thesis, The University of Michigan, 1970.

* Mangione, T. W. Turnover--Its demographic and psychological correlates. Multilith, March, 1973.

Neely, G. "Value item differences between black female and male workers." Master's thesis, The University of Michigan, 1971.

* Quinn, R. P., and Cobb, W., Jr. What workers want: Factor analyses of importance ratings of job facets. Multilith, November, 1971.

Quinn, R. P., Seashore, S., Yuchtman, E., and Strumpel, B. The personal, corporate, and societal implications of quality of employment: Some issues of strategy, theory, and methods. Multilith, June, 1972.

* Quinn, R. P. What workers want: The relative importance of job facets to American workers. Multilith, May, 1972.

Quinn, R. P. Locking-in as a moderator of the relationship batween job satisfaction and mental health. Multilith, February, 1972.

* Staines, G. L., Bouxsein, S., and Bradford, A. Alternative methods for measuring sex discrimination in occupational incomes. Multilith, March, 1973.

DOCUMENTARY PRODUCTS FROM THE 1972-73 QUALITY OF EMPLOYMENT SURVEY
Effective May 1, 1974

Tabular Source Book

The 1972-73 Quality of Employment Survey: Descriptive Statistics, with Comparison Data from the 1969-70 Survey of Working Conditions. Ann Arbor, Michigan: Survey Research Center, 1974.

Published Analytical and Methodological Reports

Duncan, G. and Cowan, C. Labor market discrimination and nonpecuniary work rewards. In Survey of Consumers: Contributions to Behavioral Economics. Ann Arbor, Michigan: Institute for Social Research, in press.

Hansen, D. Sex differences and supervision. Paper to be presented at the 82nd annual meeting of the American Psychological Association, New Orleans, September 1974.

Levitin, T. and Quinn, R. P. Changes in attitudes toward sex roles and occupations. Paper presented at the annual conference of the American Association for Public Opinion Research, May 2, 1974.

Mangione, T. W. and Quinn, R. P. Job satisfaction, counter-productive behavior, and self-narcotizing withdrawal from work. Paper to be presented at the 82nd annual meeting of the American Psychological Association, New Orleans, September 1974.

Quinn, R. P. Strategy issues in the development of quality of employment indicators. Paper presented at the Conference on Quality of Employment Indicators, Silver Springs, Maryland, April 1974.

Quinn, R. P., Mangione, T. W., and Mandilovitch, M. S. Evaluating working conditions in America. Monthly Labor Review, 1973, 96(11), 32-41.

______ Job satisfaction: A new survey--No more, no less. American Federationist, 1974, 81(1), 22-24. (Taken from Quinn, Mangione, and Mandilovitch article which appeared in Monthly Labor Review, November 1973.)

Seashore, S. and Taber, T. Job satisfaction indicators and their correlates. Paper presented at the Conference on Quality of Employment Indicators, Silver Springs, Maryland, April 1974.

Staines, G., McCullough, M. and Quinn, R. P. Untitled paper dealing with longitudinal trends in job satisfaction. In Economic Outlook U.S.A., in press.

Working Papers and Pre-publication Drafts

Margolis, B., Kroes, W., and Quinn, R. P. Job stress: A new hazard to add to the list. Ann Arbor, Michigan: Survey Research Center, 1974.

Margolis, B., Kroes, W., and Quinn, R. P. Job stress and accidents. Ann Arbor, Michigan: Survey Research Center, 1974. (Availability pending H.E.W. clearance.)

Staines, G., McCullough, M., and Quinn, R. P. Trends in job satisfaction, 1958-1973: Ann Arbor, Michigan: Survey Research Center, 1974.

Staines, G. and Quinn, R. P. Trends in objective and subjective sex discrimination in occupations: 1969-1973. Ann Arbor, Michigan: Survey Research Center, 1974.

Data from the Survey not Presented in the Above Sources

"Changing patterns of occupational opportunity. In *Manpower Report of the President*. Washington, D.C.: U.S. Government Printing Office, 1974.

"Job satisfaction: Is there a trend?" Manpower Research Monograph No. 30, U.S. Department of Labor, Manpower Administration, 1974.